



**Spotlight
Initiative**
*To eliminate violence
against women and girls*

**Safe and Fair: Realizing women
migrant workers' rights and
opportunities in the ASEAN Region**

Annual Narrative Programme Report

01 January 2022 – 31 December 2022

Initiated by the European Union and the United Nations:



Programme Title & Programme Number

Programme Title: Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region

MPTF Office Project Reference Number:¹
108309

Recipient Organization(s)

International Labour Organization

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

Programme Cost (US\$)

Total Phase I approved budget as per the Spotlight CPD/RPD: 30,000,000 USD

Phase I Spotlight funding:² 29,370,529 USD

Agency Contribution: 629,472 USD

Spotlight Funding and Agency Contribution by Agency:

Name of RUNO	Spotlight Phase I (USD)	UN Agency Contributions (USD)
ILO	\$16,334,067	\$314,766
UN Women	\$13,036,461	\$314,706
TOTAL:	\$30,000,000	

Priority Regions/Areas/Localities for the Programme

South-East Asia/ASEAN region

The action is being carried out in the ASEAN region in countries of origin (Cambodia, Indonesia, Lao People's Democratic Republic, Myanmar, the Philippines and Viet Nam) and countries of destination (Brunei Darussalam, Malaysia, Singapore and Thailand). The action also targets women migrant workers migrating to East Asia (Hong Kong (China), Republic of Korea, Taiwan (China)) and the Gulf Cooperation Council States, although no programming takes place in these countries.

Key Partners

See Partnerships section of the report for the list of government partners, employers (private sector), trade unions, CSOs (including national and local/grassroots organizations) and academics.

Programme Start and End Dates

Start Date:
01.01.2018

End Date:
31.12.2023

Report Submitted By: Panudda Boonpala, Deputy Regional Director, ILO ROAP on behalf of all RUNOs

¹ The Multi-Partner Trust Fund (MPTF) Office Project Reference Number is the same number as the one on the Notification message. It is also referred to as "Project ID" on the project's factsheet page the [MPTF Office GATEWAY](#).

² The Spotlight Contribution refers to the amount transferred to the Recipient UN Organizations, which is available on the [MPTF Office GATEWAY](#).

Table of Contents

Acronym List	1
Executive Summary	4
Contextual Shifts and Implementation Status	14
Programme Governance and Coordination	19
Programme Partnerships	24
Results	36
Capturing Broader Transformations Across Outcomes	36
Capturing Change at Outcome Level	41
Rights Holders (“Beneficiaries”)	131
Challenges and Mitigating Measures	132
Lessons Learned and New Opportunities	134
Innovative, Promising or Good Practices	138
Communications and Visibility	139
Next Steps	153
Annexes	155
Annex A: Results Framework	157
Annex B: Risk Matrix	162
Annex C: CSO Engagement Report	165
Annex D: Promising or Good Practices Reporting Template	171
Annex E: 2023 Work Plans	194
Annex F: Government and CSOs supported	254
Annex G: SAF’s Sustainability Strategy	260

List of Acronyms and Abbreviations

ACE	ASEAN Confederation of Employers
ACMW	ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers
ACW	ASEAN Committee on Women
ACWC	ASEAN Commission on the Promotion and Protection of Women and Children
AIBD	Asia Pacific Institute for Broadcasting Development
AKSYON	Agarang Kalinga at Saklolo para sa mga OFW na Nangangailangan (Philippines)
AMMPO	Nationalist Association of Overseas Filipino Workers (Asosasyon ng mgra Makabayang Manggagawang Pilipino Overseas) (Malaysia)
ASEAN	Association of Southeast Asian Nations
ATUC	ASEAN Trade Union Council
C4D	communication for development
CDE	Centre for Domestic Employees (Singapore)
CEC	Central Economic Commission (Viet Nam)
CHC	Child Helpline Cambodia (Cambodia)
CSO	civil society organization
CTUM	Confederation of Trade Unions of Myanmar (Myanmar)
DFA	Department of Foreign Affairs (Philippines)
DLPW	Department of Labour Protection and Welfare (Thailand)
DMW	Department of Migrant Workers (Philippines)
DOLE	Department of Labor and Employment (Philippines)
DOLE-ILS	Department of Labor and Employment - Institute of Labor Studies (Philippines)
DOLISA	Department of Labour, Invalids and Social Affairs (Viet Nam)
ECOT	Employers' Confederation of Thailand (Thailand)
EU	European Union
EVAW	ending violence against women
GBV	gender-based violence
GBVTWG	Gender-Based Violence Technical Working Group (Cambodia)
GOALS	Governance of Labour Migrations in South and South-East Asia
GSO	General Statistics Office (Viet Nam)
HOME	Humanitarian Organization for Migration Economics (Singapore)
IDWF	International Domestic Workers' Federation
IEC	information, education and communication
ILMS	International Labour Migration Statistics
IOM	International Organization for Migration
IVR	interactive voice response (Cambodia)
KPI	Indonesia Women Coalition (Koalisi Perempuan Indonesia) (Indonesia)
KSBSI	Confederation for All Indonesia Trade Unions (Konfederasi Serikat Buruh Seluruh Indonesia)

LTFU	Lao Federation of Trade Unions
LGBTI	lesbian, gay, bisexual, trans and intersex persons
LGBTQIA+	lesbian, gay, bisexual, trans and intersex persons, and persons with other related characteristics
LTSA	One-Roof Integrated Service Centre (Layanan Terpadu Satu Atap) (Indonesia)
MOFA	Ministry of Foreign Affairs
MOLISA	Ministry of Labour, Invalids and Social Affairs (Viet Nam)
MOLSW	Ministry of Labour and Social Welfare (Lao People's Democratic Republic)
MoLVT	Ministry of Labour and Vocational Training (Cambodia)
MOU	memorandum of understanding
MOWA	Ministry of Women's Affairs (Cambodia)
MPTF	The Multi-Partner Trust Fund
MRC	Migrant Worker Resource Centre
MTUC	Malaysian Trades Union Congress
MVHI	Migrant Volunteers on Health and Interpretation (Thailand)
MWG	Peaceway Foundation/Migrant Working Group (Thailand)
NAP	National Action Plan
NEA	National Employment Agency (Cambodia)
NGO	non-governmental organization
NIVET	National Institute of Vocational Education and Training (Viet Nam)
NPAC	National Programme Advisory Committee
OFW	overseas Filipina/o worker
PDOLVT	Provincial Department of Labour and Vocational Training (Cambodia)
PERTIMIG	Indonesian Migrant Domestic Workers Association (Persatuan Pekerja Rumah Tangga Indonesia Migran) (Malaysia)
PINAY	Pinay Care Workers Transnational Federation (Philippines)
PMHN	Philippine Migrants Health Network (Philippines)
POEA	Philippines Overseas Employment Administration (Philippines)
PSC	Project Steering Committee
PSI	Public Services International
RPAC	Regional Programme Advisory Committee
RTF	Raks Thai Foundation (Thailand)
RUNO	Recipient United Nations Organization
SAF	Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region
SBMI	Indonesian Migrant Workers Union (Serikat Buruh Migran Indonesia) (Indonesia)
SDG	Sustainable Development Goal
SERC	State Enterprises Workers' Relations Confederation (Thailand)
SOGIE	sexual orientation, gender identity and expression
SOP	standard operating procedure
SRH	sexual and reproductive health

TESDA	Technical Education Skills Development Authority (Philippines)
TIP	trafficking in persons
TVET	technical and vocational education and training
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNITED	United Domestic Workers of the Philippines (Philippines)
UNODC	United Nations Office on Drugs and Crime
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
VAW	violence against women
VAWG	violence against women and girls
VAWMW	Violence against women migrant workers
VFI	Village Focus International (Lao People's Democratic Republic)
VSLA	Village Savings and Loans Association
WAO	Women's Aid Organization (Malaysia)
WCC	Women's Crisis Center (Indonesia)
WLB	Women's Legal and Human Rights Bureau (Philippines)
WON	Women's Organizations Network (Myanmar)
WVFT	World Vision Foundation Thailand (Thailand)

Executive Summary

The International Labour Organization (ILO) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), in collaboration with the United Nations Office on Drugs and Crime (UNODC), are implementing “Safe and Fair: Realizing Women Migrant Workers’ Rights and Opportunities in the ASEAN Region” (SAF) across ten countries in the Association of Southeast Asian Nations (ASEAN) region, with the overall objective of ensuring that labour migration is safe and fair for all women in the ASEAN region.

This report covers SAF results and progress for the period January – December 2022.

Key Results

- **Law reform: 16** legal and policy instruments ranging from labour migration regulations to protocols on ending violence against women (EVAW) were supported with technical inputs and recommendations from SAF for gender-responsive and survivor-centred approaches.³ Support was also provided to ensure that consultations were held with civil society and representative organizations of women migrant workers during these legal policy engagements.
 - Of the total number of laws and policies supported, **9** were adopted in 2022.
 - Viet Nam adopted four standard operating procedures (SOPs).
- **Services and information provision: 292,165** women migrant workers were provided support and information services, including: psychosocial support; health, social or legal services; and knowledge of available services related to violence and safe migration.⁴ SAF supported 28 Migrant Worker Resource Centres (MRCs)⁵ in 9 ASEAN countries.
 - SAF also strengthened 9 information systems and 6 referral mechanisms and pathways to enhance the availability of coordinated quality services for women migrant workers who survived violence.

³ Per Spotlight Indicator 1.1.1 – “Number of draft new and/or strengthened laws and/or policies on ending VAWG [violence against women and girls] and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR [human rights] standards.” For Spotlight Indicator 1.1.1 reporting, SAF includes a total of 16 laws and policies. This includes nine total from SAF indicator 1.1.1 (four of which were adopted), and five adopted laws reported in SAF 2.1.1, as well as two additional laws given technical input (under SAF 2.1.2).

⁴ SAF Indicators 1.4.1–3 are per Spotlight Indicator 4.1.2 – “Number of women and girls with access to programmes developed to integrate VAWG [violence against women and girls] response into SRH [sexual and reproductive health], education and migration services.” SAF Indicators 2.3.2 and 2.4.1 are per Spotlight Indicator 4.2.2 – “Number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms or discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services.”

⁵ Two SAF-supported MRCs completed their operations in Malaysia and Thailand in mid-2022, as a result of which the number of SAF MRCs changed from 30 in mid-2022 to 28 by end-2022.

- **Capacity-building:** In 2022, SAF enhanced the capacities of **6,506** stakeholders and duty-bearers.
 - The capacity-development initiatives focused on a range of pertinent issues, including (among others):
 - women migrant workers' rights;
 - violence against women (VAW);
 - the gendered nature of labour migration and its implications for different groups of migrant workers;
 - violence and harassment in the world of work;
 - gender-responsive service provision;
 - women migrant workers' leadership;
 - organizing;
 - coordinated quality service provision to address violence and prevention of trafficking;
 - online service provision through technology;
 - conducting outreach to women in communities; and
 - data collection.
 - Stakeholders who benefited from the trainings included:
 - government departments in relevant line ministries;
 - trade unions and workers' organizations;
 - employers' organizations;
 - frontline service providers;
 - civil society organizations (CSOs), including women's rights organizations;
 - migrant workers' organizations;
 - domestic workers' organizations;
 - recruitment agencies;
 - media; and
 - youth.
- **Organizing, networking and skills development: 3,869** women migrant workers were organized into workers' unions and associations, so that women could advocate for their rights, benefit from collective bargaining agreements (where relevant), build solidarity and learn from each other. In addition, **277** women migrant workers developed certified skills, enabling them to have access to decent work and contributing to reduced risk of violence and trafficking.⁶ The number of users of community-based and women-led networks (including online networks) to prevent VAW increased by **37,370**.

⁶ Per Spotlight Indicator 3.2.4 – "Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction."

- **Research and data:** 34 knowledge products were produced and disseminated to inform evidence-based decision-making⁷ and a further 9 knowledge products or laws were translated into either national languages or English.
- **Changing knowledge and attitudes:** To change knowledge, attitudes and behaviours towards women migrant workers – including harmful social norms and gender stereotyping and violence against women migrant workers – public outreach initiatives⁸ were extended in-person to 3,925 people, and to another 28,790,727 persons through the use of online platforms. Seven campaigns were conducted and 30 public outreach initiatives undertaken.⁹
- **CSO engagement:** 76 civil society organizations (CSOs)¹⁰ throughout ASEAN were engaged with throughout 2022. In addition, 41 CSOs were provided with financial support to enhance peer networking and service provision in response to violence against women migrant workers.¹¹ Within this engagement, CSOs and women migrant workers were supported in their advocacy efforts to further progress on gender-responsive labour migration and ending violence against women and girls – particularly women migrant workers.¹²

In 2022, as part of the COVID-19 pandemic recovery, countries in the ASEAN region re-opened borders and resumed labour migration. However, with the pandemic having exposed (and further exacerbated) inequalities such as decent work deficits, social protection gaps, gender-based discrimination, and violence against women, there has been growing recognition of the need to ensure that post-pandemic recovery in the region is human-centred, sustainable and inclusive. In this light, SAF's efforts to ensure that labour migration and EAW frameworks and services are responsive to women migrant workers has taken on even greater urgency.

Below are the key results of and progress in SAF's interventions in 2022. These results are clustered under the following themes, which span across the programme's objectives:

- Legal frameworks and policies;
- Services and information provision;
- Increased stakeholder capacity;
- Strengthening women's leadership, organizing and peer networking;

7 Per Spotlight Indicator 5.2.1 – “Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision-making.”

8 Per Spotlight Indicator 3.2.2 – “Number of people reached by campaigns challenging harmful social norms and gender stereotyping.”

9 Per Spotlight Indicator 3.2.5 – “Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated.”

10 Note that this is inclusive of CSOs, associations, academic institutions and mass organizations. The number does not include workers' organisations or employers' organisations.

11 Note that this includes those with contracts started in 2018 and 2019, as well as those subcontracted by other CSOs. Per Spotlight Indicator 6.1.4 – “Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels.”

12 Per Spotlight Indicator 6.1.2 – “Number of official dialogues with relevant government authorities with the meaningful participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination.” A total of 75 dialogues were held in 2022.

- Creating evidence and knowledge for policy and services (includes data collection);
- Shifting attitudes and behaviours; and
- Engagement of women migrant workers and CSOs (including women's movements and migrant worker movements).

Legal frameworks and policies

In 2022, SAF made progress in providing support to ASEAN Member States to adopt legislation, policies and practices on labour migration and the elimination of violence against women (EVAW), in line with international normative frameworks on the protection of migrant workers, the protection of domestic workers, and the elimination of human trafficking. SAF contributed to **16** laws and policies, **9** of which were adopted.

In **Indonesia**, SAF continued to support the integration of the gender-responsive MRCs with the Government One-Roof Integrated Services Office (LTSA); the LTSA-MRC in Tulungagung district received the [Indonesian Migrant Worker Award](#) from the Ministry of Manpower for providing the best integrated services for placement and protection to Indonesian migrant workers. SAF also has advocated for the provision of integrated services for women and children survivors of violence and trafficking. The draft Gubernatorial Regulation on Integrated Services for Women and Children Victims of Violence and the Crime of Trafficking in Persons in West Java is a result of the continued advocacy effort of SAF and its civil society partners. In Indonesia, SAF gave technical inputs to the development of monitoring tools for the implementation of Ministry of Manpower Decree No. 294/2020 on the Implementation of Placement in the New Normal Period, which can be used in labour inspections of private recruitment agencies.

In the **Philippines**, the Government amended the Act Strengthening the Policies on Anti-Trafficking in Persons, Providing Penalties for Its Violations, and Appropriating Funds (Republic Act No. 11862). Technical support was provided by SAF to ensure that implementation of the Act will be gender-, age- and culturally responsive. Migrant workers are also covered by the law. SAF also contributed to improving the understanding of the concept of consent, which is at the heart of the definition of rape, and successfully advocating that the age of consent be increased from 12 years to 18 years in the Act Providing for Stronger Protection against Rape and Sexual Exploitation and Abuse, Increasing the Age for Determining the Commission of Statutory Rape (Republic Act No. 11648). Following the introduction of the new Department of Migrant Workers in 2021, SAF coordinated among various stakeholders as well as provided inputs to the Implementing Rules and Regulations of Republic Act No. 11641 which will operationalize the Department of Migrant Workers Act (Republic Act No. 11641). This included recommendations on the policies and operations of the Department of Migrant Workers (DMW), especially on its welfare, return and reintegration provisions, to ensure that gender and EVAW aspects that were included in the provisions of the Implementing Rules and Regulations will be mainstreamed into the policies and programming of the DMW. The Implementing Rules and Regulations were adopted in 2022.

In **Viet Nam**, SAF, together with other ILO programmes, gave inputs to the formulation of Party Directive 20 on sending Vietnamese workers and experts abroad for work, which has been adopted by the Central Economic Commission of the Communist Party of Viet Nam. Directive 20 gives strategic direction for future policy design on labour migration at the highest levels in the country, to ensure there is adequate protection for Vietnamese migrant workers in countries of destination. SAF had also previously given technical inputs to protect the rights of survivors of domestic violence, including women migrant workers, in the draft Law on Domestic Violence Prevention and Control, which was adopted by Viet Nam in 2022. The amendment strengthens the law to be more aligned with normative frameworks, especially on: (1) the application of rights-based and survivor-centred approaches in responses; (2) enhanced service provision on survivor protection and support; and (3) better clarity in the roles and responsibilities of various stakeholders in prevention of and response to domestic violence.

The **Vietnamese** Ministry of Foreign Affairs adopted the Standard Operating Procedures (SOPs) for Supporting Overseas Vietnamese Women Victims of Violence, Abuse, Sexual Harassment and Trafficking in Persons, with intensive technical support from SAF. The SOPs are a practical tool to guide foreign service officials and diplomats of Viet Nam embassies and consulates overseas to provide strengthened protection of and survivor-centric support for Vietnamese citizens abroad, especially for survivors of violence against women or trafficking in persons. The SOP institutionalizes trainings that have been organized for foreign service officials since 2019 by SAF. The trainings for foreign service officials supported by SAF have become a regular curriculum for newly appointed foreign service officials. The SOP, while developed within the region, is of strategic importance at a global level. At the launch of the SOP, representatives of Vietnamese embassies from the world over were present. Some have already started using the SOP. CSOs have been celebrating the launch of the SOP as a much-needed resource to better guide the provision of assistance to survivors abroad in a sensitive manner.

Services and information provision

SAF has partnered with governments, trade unions and CSOs to provide information and services to **292,165** women migrant workers. Women migrant workers received support services, including: psychosocial, health, social and legal services; information on support initiatives, EVAW, and safe and fair migration; job skills training/certification; and coordinated quality services for survivors of violence.

Five new MRCs were established in the Lao People's Democratic Republic, the Philippines and in Viet Nam, in partnership with the governments of these respective countries, bringing the total number of SAF MRCs to 28¹³ in **Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam**. SAF's MRC partners provided counselling on labour migration, shelter, and medical services; assisted in case resolution and claims compensation; as well as coordinated with, and referred migrant workers and their

¹³ In mid-2022, the total number of SAF MRCs was 30. Two MRCs in Malaysia and Thailand ceased operations later in the year.

families to relevant authorities and other service providers. MRCs also disseminate information on labour rights, safe migration, issues of labour exploitation, violence against women and trafficking in persons, including through individual and group sessions, trainings, and outreach and advocacy activities – to both potential and returnee women migrant workers, their families, and also other members of the community.

In relation to coordinated, quality services for EAW, in **Myanmar**, SAF provided one-off cash assistance to over 100 vulnerable women migrant workers who had been affected by COVID-19 in the Thanintharyi Region and conflict-affected areas in Kachin State as a violence against women prevention measure. This is continued support from SAF to assist women to invest in income generating activities, thereby reducing their vulnerability to traffickers or unscrupulous brokers. The majority utilized the cash for livelihood activities, businesses or self-development activities such as language courses, which can help them with possible migration in the future. Over 20,000 Filipina women migrants, including survivors of violence, were supported by **Philippine** embassies and consulates in the ASEAN, Middle East and North Africa regions. These migrants received referrals to legal, health, police, and other essential services for survivors of violence, or direct services from the embassies on the safe migration procedures. In **Malaysia**, SAF supported the Women's Aid Organization (WAO) to assist over 900 women migrants through its helpline and WhatsApp application. Women migrants in Malaysia who are not fluent in Malay were able to access the hotline without language barriers, as WAO hired full-time interpreters in Bahasa Indonesia, Tagalog, and Vietnamese with support from SAF.

Six local-level referral mechanisms were established through SOPs, memoranda of understanding (MOUs) (related to referrals), or informal agreements in **Cambodia, Indonesia, Myanmar, and Thailand**. The established referral mechanisms formalize and systematize coordinated service provision in response to violence against women, including women migrant workers. Through these efforts, women migrant workers could access reliable information on safe and fair labour migration and violence against women (VAW), as well as information on available services on VAW through peer networks, CSOs, CSO networks and other stakeholders.

Building the capacity of stakeholders

SAF built the knowledge of 6,506 stakeholders and duty-bearers on women's labour migration, anti-trafficking, gender-based violence and violence against women, international labour migration statistics, organizing and leadership, and developed their capacity on rights-based, survivor-centric and gender-sensitive approaches to providing comprehensive services to women migrant workers in **Brunei Darussalam, Cambodia, the Lao People's Democratic Republic, Indonesia, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam**.

In **Cambodia**, SAF supported the capacity-building of 25 (13 women) diplomats and foreign service officials on how to deliver quality coordinated service for survivors of violence, including women migrant workers, through a two-day training organized by the Ministry of Foreign Affairs.

SAF built the capacity of over 280 labour inspectors in **Malaysia** and **Thailand** on international labour standards, trafficking and forced labour, labour inspection of domestic work, and violence and harassment. In Thailand, 42 government-contracted interpreters were also trained to apply proper terminology and interview techniques so that they can better-support labour investigations involving migrant workers who cannot speak Thai; the training of these interpreters is the first of its kind.

SAF built the capacity of 154 personnel from 20 service-providing organizations in **Cambodia, Malaysia, Indonesia, the Philippines, and Singapore** so that they can provide financial literacy training to women migrant workers. As a result of these trainings of trainers, over 500 women migrant workers and their families have been trained in financial literacy in Cambodia, Indonesia, and the Philippines, and over 140 women migrant workers were trained in Malaysia and Singapore. Financial literacy allows women migrant workers to take ownership of their financial goals, take charge of the own monetary investments, and plan for their future. The training of trainers is also part of SAF's sustainability strategy, as training of trainers builds the technical capacity of service providers and allows for the transfer of knowledge and skills beyond SAF's immediate stakeholders at the national and local levels.

Strengthening women's leadership, organizing and peer networking

Strengthening women migrant workers' leadership, organizing and networking is a key strategy to reduce the violence and harassment faced by women and to achieve gender equality and empowerment. Organizing empowers women to become active agents of change and benefit from collective action. SAF strengthened the capacity of trade unions, migrant worker associations, and community and women's networks in **Cambodia, Indonesia, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam** to organize and network women migrant workers and to provide referral services in case women migrant workers experience violence. SAF also supported the leadership skills-building of women migrant worker leaders, in addition to training women migrant workers on organizing, the ILO Domestic Workers' Convention, 2001 (No. 189), sexual harassment, networking and unionism in **Indonesia, Malaysia, Singapore, and the Philippines**. In 2022, **3,869** women migrant workers were organized into trade unions, workers' associations and peer networks during the reporting period. And as a result of SAF's work, the following new workers' associations were formed:

- PINAY, a transnational trade union for Filipino domestic and care workers in the Philippines;
- five local trade unions (under KSBSI) – and nine trade union-supported local associations – for women migrant workers in Indonesia; and
- a local network group for returnee women migrant workers in the Lao People's Democratic Republic.

Peer networks are informal groups that provide safe spaces for women migrant workers to share information, including on violence against women, trafficking and safe migration. Peer networks are often seen as the first point of contact for a referral mechanism. Many of these networks

use online platforms for peer engagement, and in 2022, **37,370** users were engaged online via discussions on violence against women migrant workers, anti-trafficking and safe migration.

Skills development and certification support the empowerment of women by enabling them to access decent jobs and by decreasing their vulnerability to abuse, exploitation and violence. In cooperation with technical and vocational education and training (TVET) institutions in the Philippines and Viet Nam, SAF has supported **277** women migrant workers in gaining new certified livelihood skills.

Creating evidence and knowledge for policy and services

In 2022, SAF developed **34** knowledge products, and translated **9** knowledge materials into regional languages. These research and knowledge products contributed towards evidence-based policy and programme development, knowledge-building, capacity-building and changing entrenched negative attitudes related to violence against women and women migrant workers.

Knowledge products such as the [Facilitator's Manual: Training for Malaysian Inspectors on Forced Labour, Child Labour and Gender-based Discrimination, Violence and Harassment \(GBVH\) in the Workplace](#); [How to Engage with Survivors](#); and [Tips to Better Reach Social Media Users, Including Survivors of Violence](#) have been used to build the capacity of duty-bearers and service providers. Other publications such as [A Beautiful but Very Heavy Jacket: The Experiences of Migrant Workers with Diverse SOGIE in ASEAN](#); [Framework: Prevention of Gender-Based Violence and Harassment Against Women Migrant Workers in South and Southeast Asia](#); and [Study on Women Migrant Workers in Laws and Policies of ASEAN Member States](#) have supported regional knowledge-building and enhanced understanding of regional labour migration and EVAW frameworks. The translations of knowledge products into national languages ensures that they can reach and support the capacity and knowledge-building of a wide range of stakeholders at national and grassroots levels.

Shifting attitudes and behaviours

The manner in which women migrant workers are represented in the dominant narrative shapes public attitudes towards their role in society. These perceptions can also influence policy decisions and the extent to which women migrant workers' voices, needs and concerns are addressed in a rights-based and gender-sensitive manner. Through the increased use of digital platforms across ASEAN countries (and in the case of Myanmar, necessitated by the crisis conditions on the ground), SAF and its implementing partners were able to reach **3,925** people in person and another **28,790,727** persons online through **7** campaigns and **30** public outreach initiatives. Many of these efforts incorporated communication for development (C4D) elements to shift negative and xenophobic perceptions, attitudes, and behaviours towards women migrant workers, including harmful social norms and gender stereotyping and violence against women migrant workers. Youth, media and social influencers were key target groups due to their ability to be positive influences in public discourse.

The programme also capitalized on international commemorative days to carry out public awareness and outreach activities:

- International Women's Day on 8 March;
- International Labour Day on 1 May;
- Domestic Workers' Day on 16 June (5 June in the Philippines);
- World Day against Trafficking in Persons on 30 July;
- 16 Days of Activism against Gender-Based Violence from 25 November to 10 December; and
- International Migrants' Day on 18 December.

Leave no one behind principle

The leave no one behind principle remains central to SAF's work. In 2022 the programme ensured that the voices and needs of women migrant workers' are addressed at all levels of programming: from programme design (detailed in the section on programme governance), to implementation (refer to the section on partnerships with civil society and workers' organizations). Diverse groups of women migrant workers have participated in SAF's interventions related to legislative reform, services, social networks and women migrant workers' organizations to ensure the inclusion of the needs of different groups. Even in its own inputs to and interventions in legislation, SAF has advocated for the inclusion of all women migrant workers within the protection of the law, regardless of their legal status (see Outputs 1.1 and 2.1) or sector of work (for example, domestic work). In Malaysia and the Philippines, SAF supported women migrant domestic workers to engage in policy advocacy for labour reform (see Output 1.1). In Thailand, SAF-supported gender-based violence networks successfully advocated for the inclusion of migrant workers in an irregular situation under the provisions of the Damages for the Injured Person and Compensations and Expenses for the Accused in the Criminal Case Act B.E. 2544 (2001) (see Output 2.1).

SAF has also supported women migrant workers to develop new vocational skills (Cambodia, Indonesia, the Philippines, and Viet Nam), and provided support for income-generating activities (Myanmar) and trainings in financial literacy (Cambodia, Malaysia, Indonesia, the Philippines, and Singapore), since economic empowerment is a vital strategy for economic independence, which in turn reduces women's risk of violence and harassment, as improved livelihood options can reduce their dependence on brokers and employers. These trainings support women from communities that are at times left behind so that they can access these opportunities.

SAF's study on intersectionality of sexual orientation, gender identity and expression (SOGIE) and migrant identities – [A Beautiful but Very Heavy Jacket: The Experiences of Migrant Workers with Diverse SOGIE in ASEAN](#) – has created new evidence on the experiences of these migrant workers. One of the recommendations from the study was to ensure that MRCs and migrant NGOs provide SOGIE-sensitive services to migrant workers. This is being implemented by SAF in 2023.

Strategic partnerships with women migrant workers and their representative organizations

SAF's approach is built on direct engagement with women migrant workers, and it aims at increasing women's empowerment as rights' holders and making sure that their voices are heard. For this reason, at both the national and grassroots levels, SAF has strengthened partnerships with CSOs, women's networks and community-based organizations. Many of these networks and organizations are women-led, and SAF has been working both to strengthen the mandate of these organizations and to build their institutional capacity for outreach, advocacy, case management, service provision (both remotely through safe technology and face-to-face) and coordination, online facilitation, and campaigning. SAF has funded shelters, services and hotlines for women migrant workers who had experienced violence.

SAF has made special efforts to support migrant domestic workers in ASEAN. This has been done in partnership with the International Domestic Workers' Federation (IDWF). Together with IDWF, SAF has developed the leadership capacity of migrant domestic workers to reach out to, build support among, and organize their peer groups. Support is also being given to migrant domestic workers' associations in Malaysia and Singapore to improve their institutional capacity to carry out activities and advocacy, to build their membership bases, and to achieve long-term sustainability. The establishment of PERTIMIG, a migrant domestic workers' organization in Malaysia, was [recognized as a good practice by the UN Network on Migration](#) in 2022.

SAF's list of CSO partners for 2022 are documented in the "partnerships" and "results" sections.

Partnership with the European Union

SAF has a close partnership with the European Union (EU) via EU Delegations across the ASEAN region. The EU Delegations contribute at a strategic level to programme design across the region through their active participation in SAF's governance meetings at both the regional and national levels (see the sections on programme governance and programme partnerships). The EU has been a vital advocacy partner, voicing its support for SAF's mandate, ending violence against women and girls, and prevention of trafficking. In 2022, SAF organized a webinar on migrant workers with diverse sexual orientation, gender identities and sexual characteristics. The head of cooperation from the EU Delegation in the Philippines, as well as the Delegation from Cambodia, joined the session. Through field visits to activity sites in the Philippines and Thailand, SAF has been able to engage representatives from European Commission in the work of SAF's implementing partners. Engagement with EU communications colleagues has also helped with the visibility of SAF knowledge products and social media messaging.

Contextual shifts and implementation status

This report documents the progress made by the “Safe and Fair: Realizing Women Migrant Workers’ Rights and Opportunities in the ASEAN Region” programme (henceforth referred to as “SAF”) in 2022, with implementation having occurred across all countries of the Association of Southeast Asian Nations (ASEAN) region¹⁴. Implementation of SAF interventions link labour migration, ending violence against women (VAW), and anti-trafficking responses.

Notable external developments in 2022 that have had an impact on the programme include the following:

- **Occupational safety and health became a fundamental right at work** – In 2022, the International Labour Conference designated “a safe and healthy working environment” as a fundamental principle and right at work. Consequently, the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), are now fundamental Conventions. This means that all ILO Members, even if they have not ratified these two Conventions, have an obligation to promote and to realize, in good faith and in accordance with the ILO Constitution, the principles concerning the fundamental right to a safe and healthy working environment. These developments provide stronger protection for workers, including women migrant workers, in regard to exploitation (forced labour), violence and harassment.
- **Post-pandemic recovery** – The inequalities exacerbated by the COVID-19 pandemic have been described by UN Secretary-General António Guterres as a “great divergence” between and within countries that threatens economic and employment recovery. In 2022, as many countries began downgrading the COVID-19 pandemic from an emergency phase and began opening borders, efforts have turned towards recovery from pandemic-induced economic and social crises. For ASEAN countries, labour migration has been identified as a key strategy in the region’s post-pandemic recovery.¹⁵ Labour migration will continue to provide much needed job opportunities for women in the region.
- **Human-centred recovery** – There have been global calls to ensure that the post-pandemic recovery is also a human-centred recovery. The [ILO Global Call to Action for a Human-centred Recovery](#) calls for an inclusive, sustainable recovery that prioritizes decent work, worker protection, social dialogue, and the reduction of inequalities. Given that COVID-19 measures and lockdowns have had a negative impact on women’s lives, with increases in gender-based violence and unpaid care work¹⁶, a global UN Women and United Nations Development Programme (UNDP) report that applied a gender lens to

¹⁴ The member countries of ASEAN are Brunei Darussalam, Cambodia, Indonesia, the Lao People’s Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam. Timor-Leste joined ASEAN at the end of 2022, so it is not covered by SAF programming. SAF reporting includes both the regional programme and country-level SAF work.

¹⁵ ASEAN Secretariat, [ASEAN Migration Outlook](#), 2022.

¹⁶ UN Women, [Measuring the Shadow Pandemic: Violence against Women during COVID-19](#), 2021.

examining government responses to COVID-19 identified priorities for placing gender at the core of recovery efforts. These include: the need to expand women's representation and leadership; the need to expand support for feminist movements and women's rights' organizations; the need for real-time gender-disaggregated data to ensure gender-sensitive responses; and addressing the needs of women and girls facing multiple and intersecting forms of discrimination, including informal or migrant women workers.

- **Commitments to improve migrant workers' conditions** – The **17th Asia and the Pacific Regional Meeting** concluded with the **Singapore Statement**, which recognized the need to “[s]trengthen governance frameworks and respect for freedom of association to protect the rights of migrant workers, including improved accommodation, protection of wages and extension of social protection and, where appropriate, through enhanced bilateral labour migration agreements between both sending and receiving countries. Tripartite mechanisms should help promote cooperation between constituents to mitigate negative impacts and harness opportunities that arise from labour migration.” Such high-level commitments have also been complemented by policy developments at the national level:
 - The Government of **Malaysia** ratified the Protocol of 2014 to the Forced Labour Convention, 1930, becoming the second ASEAN Member State to ratify that Protocol. Malaysia also submitted to the ILO their letter to become an Alliance 8.7 Pathfinder Country. Pathfinder Countries commit to accelerating efforts and using innovative solutions to achieve the objectives of target 8.7 of the Sustainable Development Goals (SDGs), which covers the topics of forced labour, modern slavery, human trafficking and child labour. Ratification of the Protocol of 2014 to the Forced Labour Convention marks a key step to regional progress to improve decent work and reduce violence and trafficking, as the **2022 Global Report on Trafficking in Persons** notes that trafficking for forced labour is the most common form of trafficking in this region. Women's labour migration in ASEAN tends to be mainly in low-paid, informal sector jobs which have little to no labour protections, which places women migrant workers at risk of exploitation, trafficking and forced labour.
 - In the **Philippines**, the House Committee on Labor and Employment has adopted **resolutions** calling for the ratification of the ILO Violence and Harassment Convention, 2019 (No. 190). Ratification is increasingly important because – as the first global survey on the **experiences of violence and harassment at work** shows – women migrant workers are more likely than both men migrant workers and non-migrant women to experience violence and harassment at work.
- **Growing support for standardizing quality service provision for survivors of violence, including women migrant workers** – During the reporting period, interest in developing and implementing standard operating procedures (SOPs) for quality, coordinated services

for women migrant workers grew at both the national and regional levels. At the regional level, ASEAN, through support from SAF, is drafting a regional-level guidance on how to develop national SOPs for survivors of violence, with a specific focus on women migrant workers. This indicates a growing interest across the region in systematizing quality service provision for survivors of violence, in line with international standards.

- **Geopolitical concerns in and affecting the region** – In 2022, the ASEAN region continued to suffer the impact of the Ukraine conflict, which manifested in rising food costs, inflation and industrial production costs, and which in the aftermath of the pandemic, further exacerbated vulnerabilities of many women migrant workers and families. Fears of a full-fledged global recession have also slowed regional economic growth. The following developments within the ASEAN region have also had an impact:
 - **Myanmar instability** – The political instability in Myanmar has resulted in **increased displacement, human insecurity and refugee movement** in the region. Civil society has been adversely impacted, with many NGOs being forced to shut down operations, sometimes under threats to their lives; trade union leaders being arrested; and international engagement being restricted. Under such circumstances, the conditions to support women, especially women migrant workers, have become severely hampered and even more critical.
 - Hostilities and tight security measures persist in multiple states and regions across Myanmar, driving **more displacement and generating new humanitarian needs**. The UN High Commission for Refugees (UNHCR) has estimated that there were 1,086,000 refugees and asylum-seekers from Myanmar in neighbouring countries as of 30 June 2022. Due to limited humanitarian access, most partners rely on local community-based organizations (CBOs) – including SAF's implementing partners – to deliver emergency assistance. In Mae Sot and Chiang Mai, Thailand, SAF is supporting gender-based violence (GBV) taskforces who provide services at the community level. Some of the beneficiaries of the work of these GBV taskforces include asylum-seekers from Myanmar who have migrated into Thailand as either documented or undocumented migrant workers.
 - **Leadership changes** – Elections held in Malaysia and the Philippines resulted in leadership changes in both countries. The policy directions of new leaders will have an impact on migrant workers' protection. For example, in Malaysia the one-stop centres for the recruitment of migrant workers have been once again put under the Ministry of Home Affairs. This has prompted industry representatives to voice concerns about the disruptions this arrangement could cause in the labour market as well as concerns about efficiency and bureaucracy. In the Philippines, the handover of responsibilities to the newly

created Department of Migrant Workers (DMW) led to a delay in the passing of legislation.

- **Emerging trends in human trafficking** – throughout 2022, news reportage has exposed how traffickers are duping workers to work in online scam centres in [Cambodia](#), [the Lao People's Democratic Republic](#), [Myanmar](#), and [Thailand](#). Little is still known about the gendered dimensions of such trafficking schemes, but countries which have traditionally been viewed as countries of origin of trafficking victims, are now also countries of destination which means that efforts to address trafficking in the region need new approaches which must be gender-responsive, and victim-centric.
- **Climate change** – The ASEAN region is one of the most vulnerable regions in the world to environmental degradation and climate change. In 2022, typhoons in the Philippines and Viet Nam and flooding in Cambodia and Thailand adversely impacted communities, including migrant workers, disrupting livelihoods and causing losses of life and property. In Cambodia and Thailand, the flooding resulted in a delay to the implementation of SAF activities, and the project timeline for affected partners had to be adjusted. The consequences of climate change impacts on human security are gendered. As the [UN Women flagship report](#) on gender equality and climate change in ASEAN noted, “Women and other marginalized groups are particularly vulnerable, as they often lack access to key resources needed to adapt and the power to influence decision-making.”

Implementation progress by outcome area

As of December 2022, the project has received all the tranches due and has delivered approximately 93.77 per cent of the total tranches received. This includes the expenditures and encumbrances of the ILO and UN Women (see the official 2022 financial report¹⁷ for more information). At the end of 2022, SAF was on track to achieve nearly all its targets (see Annex A – SAF results framework). SAF has already fully achieved 19 of its targets, and is on target to achieve 4 more.¹⁸

In relation to sustainability, the independent Mid-term Evaluation of the programme, which was conducted in 2021, found that even though the “overall length of the programme is quite short to achieve long-term sustainable change”, the combination of “*the gender transformative nature of its programme and its intentional integration of sustainable programming elements, it is likely that the programme will generate meaningful impact and that many of its results will be sustainable over time.*”¹⁹ These programming elements include the efforts being made by SAF to ensure that:

¹⁷ The 2022 SAF financial report will be submitted separately in March 2023.

¹⁸ Information is provided based on the indicators measurable by the programme currently – that is, it does not include those indicators that will only be measured at the endline.

¹⁹ SAF Mid-term evaluation brief (2021), conclusion 4.

- i. the legislative environments that govern labour migration and ending violence against women (EVAW) are gender-responsive and inclusive of women migrant workers' needs and voices, and that legal and policy frameworks are developed in consultation with civil society and representative organizations of women migrant workers (see Outputs 1.1 and 2.1);
- ii. knowledge and skills (to adopt a gender-responsive approach to policy implementation and service provision for women migrant workers) are being transferred to partners so that they can continue to support women migrant workers beyond 2023 (see Outputs 1.2 and 2.4); and
- iii. community-level interventions are receiving buy-in and support from government agencies so that the future funding for these programmes can come from government sources (see the section on "Programme partnerships" and SAF's work under Outputs 1.4 and 2.3).

Outcome areas	Implementation progress as of 31 Dec 2022 (expenditures against planned budget)
Specific Objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks.	93.77%
Specific objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services.	84.00%
Specific objective 3: Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved.	96.00%
Total	91.25%

Programme governance and coordination

A. Project steering committee, regional programme advisory committee, and national programme advisory committees

SAF has three layers of programme governance:

- Project Steering Committee (PSC);
- a Regional Programme Advisory Committee (RPAC); and
- eight National Programme Advisory Committees (NPACs)

Project Steering Committee (PSC)

SAF's PSC continues to provide comprehensive oversight, guidance and support to the programme. The details of the composition of SAF's PSC can be found in previous annual reports. In 2022, as per SAF's terms of reference, two PSC meetings were held. In April the 10th meeting of the PSC discussed the details of the no-cost extension requested by SAF, approving the same in principle. Following the PSC meeting, SAF requested the European Union (EU) for an extension on the basis that, as a regional programme, SAF needed additional time to achieve those targets that were affected by the pandemic, the regional economic situation, and the global crisis. This request was subsequently granted. In September (11th PSC meeting), the PSC tracked SAF's implementation progress, discussing and approving the regional and national work plans, including the plans for SAF's closing in 2023 (see section on "Next steps").

Regional Programme Advisory Committee (RPAC)

SAF's RPAC comprises representation from the various ASEAN-level constituents, including regional CSOs that are engaged in improving safe and fair labour migration opportunities for women migrant workers across the region (please see previous annual reports for details on the composition). Meeting on an annual basis, the RPAC provides a platform to discuss technical and strategic guidance to ensure that SAF remains aligned with ASEAN priorities and regional frameworks.²⁰ In November 2022, the RPAC met, and members shared their priorities within the context of developments in the region. Noting the relevance of SAF's work, the RPAC positively noted the programme's support to ASEAN bodies, employers' organizations, workers' organizations, and civil society to promote and protect the rights of women migrant workers in ASEAN. RPAC members appreciated SAF's support for initiatives in the work plans of the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW); the ASEAN Commission on the Promotion and Protection of Women and Children (ACWC); and the ASEAN Committee on Women (ACW), such as:

- public campaigns for safe and fair migration in the ASEAN region;

²⁰ SAF supports the ACMW under the ASEAN Consensus Action Plan 2018–25, and the ACWC and the ACW under the ASEAN Regional Plan of Action on EVAW (see section "Programme partnerships").

- support to develop the ASEAN Regional Guidelines for Developing National Standard Operating Procedures (SOPs), which aims to further strengthen coordinated, essential services for VAW response.
- ASEAN research on migrant worker rights based on standard employment contracts;
- improving cooperation between labour inspectors, recruitment agency regulators and anti-trafficking police;
- strengthening attention to the concerns of women migrant workers in the laws and policies of ASEAN Member States; and
- the second phase of the ASEAN regional campaign on ending gender-based workplace exploitation.

National Programme Advisory Committees (NPACs)

SAF has established NPACs in each of the eight countries in which it has a presence, in order to provide governance oversight to national-level programming, garner national ownership, and support activity design and implementation with country-specific technical and strategic guidance. The NPACs bring together government, civil society, and workers' and employers' groups, and are generally co-chaired by the lead ministries working on labour migration, gender equality and women's affairs. Where there are no dedicated women's ministries or where departments for women are not serving as co-chairs, SAF has supported – both in and through the NPACs – the presence and voice of such departments in labour migration governance discussions. Due to the diverse nature of their composition, the NPACs have created spaces for collective brainstorming on national-level work plans.

Multi-stakeholder NPACs²¹ were convened in close coordination with the EU Delegations in the **Lao People's Democratic Republic** (January 2022), **Thailand** (July), **Viet Nam** (November), and **Indonesia** (December) to review programme results, to track the progress being made by SAF in 2022 towards achieving its objectives, and to discuss and finalize the national work plans for 2023. At the NPAC meeting in the **Lao People's Democratic Republic**, the members also focused on the impact of the COVID-19 pandemic on implementing interventions – from the continued need to use hybrid platforms for network coordination meetings to the job-hunting difficulties faced by returnee migrant workers in an economy that has been battered by the pandemic. In **Indonesia**, the NPAC also discussed the need to support women migrant workers to complete their formal education so that they can improve their job prospects, and to address issues related to disability and migrant worker health through SAF programming. The Indonesian NPAC actively participated in the preparation of the exit strategy and sustainability workshop (see the section on “Sustainability” for more details). At the NPAC meeting, members encouraged SAF to continue advocating (and where necessary to provide technical support) for the inclusion of community-level interventions in the budget allocation of the government strategic planning fund (2023–24). This may require more knowledge-building activities, through which SAF can share

²¹ Details on the membership of each NPAC can be found in previous annual reports.

its good practices and interventions so that sub-national government officials and community leaders will be convinced of the need to continue these initiatives.

In **Thailand**, NPAC members appreciated the work done by the programme, which proved to be crucial during the pandemic. With movement control measures easing and the country opening up, SAF's work will continue to be more relevant than ever during the recovery. Thailand has opened up for the recruitment of migrant workers, particularly from Cambodia, Myanmar and the Lao People's Democratic Republic. It is vital that such recruitment complies with decent work principles.

The NPAC in **Viet Nam** highly appreciated SAF's support in:

- Enhancing gender sensitivity in Law 69 and its sub-laws, which resulted in gender-responsive legal provisions on the protection of the rights of women migrant workers.
- Collecting data on migration costs and addressing migration data gaps, through a partnership with the General Statistics Office (GSO), which is also important to further enhancing evidence for policymaking in Viet Nam.
- Developing an SOP for the delivery of gender-sensitive legal support and for referral to other services. The finalized SOP has been introduced in three regional training workshops among provincial legal aid officials, lawyers and other relevant officials with an aim to enhance their awareness and skills to handle cases of violence and human trafficking among women, especially women migrant workers.

In **Myanmar**, as per United Nations Country Team engagement principles drafted and agreed to by UN agencies in the country (also in line with the EU position), SAF has suspended all engagement with government entities. As a result of this situation, as well as the limited space for social dialogue and consultations, the 2022 NPAC meeting for Myanmar was not organized.

B. ASEAN Civil Society Reference Group

SAF initiated its ASEAN CSO Reference Group in 2019²², in keeping with the principles of CSO engagement that are referenced in Spotlight Initiative's Terms of Reference. The ASEAN CSO Reference Group comprises civil society representatives from each of the eight countries where SAF has a presence (two representatives from each country); the members work in the fields of women's rights, anti-trafficking, ERAW, domestic workers' rights, and labour migration. The work of the ASEAN CSO Reference Group has strategic relevance: it provides knowledge-sharing and advisory support to facilitate the design and implementation of SAF's activities. Since members are also implementing partners²³ that work directly in the communities, they are able to provide information and updates about changes in national policy (and their impact on the ground) and on the new and emerging trends they are observing in relation to women migrant workers, both

²² The SAF project document (prodoc) does not make provision for a CSO reference group.

²³ See the section on "Programme partnerships" below.

in countries of origin and countries of destination. Such insight allows SAF to identify priority areas for work – advocacy, programming, and capacity-building – that are country-specific and better respond to the needs of women migrant workers at the community level. In June 2022, the ASEAN CSO Reference Group met to learn about the progress of programme implementation. The discussions focused on the cross-border support available to women migrant workers, especially support for cross-border referrals in the context of violence against women during COVID-19 pandemic.

C. Inter-agency coordination, technical committees and other governance mechanisms

This section includes a sample of further mechanisms that SAF has joined or created in 2022. For more on inter-agency coordination, see the section on “Programme partnerships” below.

- SAF contributed to the **ASEAN Counter Trafficking in Persons (CTIP) Coordination Meetings**, which are organized by the ASEAN–Australia Counter Trafficking (ASEAN-ACT) programme to share regional-level initiatives and learnings across the multiple agencies that work on anti-trafficking. SAF participates in this together with other UN agencies (International Organization for Migration (IOM), and UNDP).²⁴ In Cambodia, through the **United Nations Office on Drugs and Crime (UNODC)**, SAF supported a multi-stakeholder **National Forum on Combatting Trafficking Online** to strengthen national coordination on newer, online forms of trafficking (reported under Output 2.4).
- SAF initiated the **Prevention Framework on Violence Against Women Migrant Workers**. In cooperation with the GOALS project (ILO, IOM and UN Women), this framework has been developed through collaborative efforts among the UN agencies concerned, and while initiated in SE Asia, it has now expanded to South Asia, with SAF providing technical inputs for South-East Asia and GOALS focusing on South Asia.
- The programme contributed to the **Gender-Based Violence in Emergencies inter-agency technical working group**, coordinated by the Gender-Based Violence (GBV) Area of Responsibility. This includes the United Nations Population Fund (UNFPA), the United Nations Children’s Fund (UNICEF) and UNHCR. SAF ensures that violence against women, including women migrant workers, is mainstreamed across the development–peace–humanitarian nexus.
- Through SAF, UN Women is leading an interagency initiative – together with UNFPA, UNHCR, IOM and ILO – to develop **cross-border referral guidelines and mechanisms**.
- Across the region, SAF contributed to the **United Nations Sustainable Development Cooperation Frameworks** through alignment with the ILO’s Decent Work Country Programmes and UN Women’s Impact Results Area on Ending Violence against Women.

²⁴ The other participants were the Bali Process Regional Support Office, United States Agency for International Development (USAID), the ASEAN-USAID Partnership for Regional Optimization within the Political-Security and Socio-Cultural Communities (Prospect/ Winrock International), USAID CTIP Asia, and NGOs (Asia Foundation, Nexus Institute).

- SAF has also engaged with other UN agencies at the **national level in Cambodia, Indonesia, the Philippines, Thailand and Viet Nam**, strengthening the connections between labour migration, anti-trafficking and violence against women. In all the ASEAN countries where it has a presence, SAF teams are part of various gender-based violence working groups and UN networks on migration and anti-trafficking efforts, in addition to collaborating with the UNODC, UNFPA, UNHCR, IOM and UNICEF.
- In Indonesia, SAF, in coordination with other ILO programmes, participated in the UN Network on Migration, and supported the involvement of its partners in the International Migration Review in 2022, wherein SAF-supported integrated MRC-LTSAs in Indonesia were recognized as a **good practice**. The creation of the Department of Migrant Workers in the Philippines (via Republic Act No. 11641) was also recognized as a **good practice**.²⁵ In Indonesia, SAF is contributing to the development of the national action plan on the Global Compact for Migration.
- SAF also engaged with the IOM's PROMISE programme, both in terms of knowledge-sharing as well joining the RPAC meetings of each initiative. Together with the GOALS programme (a labour migration programme implemented by the ILO, IOM and UN Women in South Asia), SAF developed a regional framework for the prevention of violence against women migrant workers. The framework was launched in 2022, and work will continue its implementation in 2023.
- Through the UNODC, SAF strengthened national coordination on newer online forms of trafficking in Cambodia, jointly identifying the ways the internet can be made safer for Cambodian women and youth within the context of post-pandemic, cross-border labour migration.
- At the national level, SAF has been partnering with the BRIDGE project in the Philippines, which is a Multi-Partner Trust Fund (MPTF) funded interagency project implemented by the ILO, IOM and UN Women. Likewise in Indonesia, SAF is supporting initiatives of the MPTF-funded Indonesia Migration Governance project being implemented by the IOM, UNDP and UN Women.

²⁵ SAF gave technical inputs into the Department of Migrant Workers' Act (Republic Act No. 11641) that were included in the adopted law, as reported in the 2021 annual report. SAF is supporting the development of the implementing rules and regulations of the Department of Migrant Workers' Act.

Programme partnerships

As a joint programme that draws on the specific mandates of the ILO, UN Women, and UNODC in its interventions to protect and promote women migrant workers' rights across labour migration, ERAW, and anti-trafficking frameworks, SAF engaged with various line ministries and departments, social dialogue partners, civil society and grassroots organizations in 2022. The RPAC and NPACs remained key drivers in strengthening SAF partnerships, as they engaged the participation of government officials; non-governmental organizations (NGOs); workers' organizations; employers' organizations; CSOs, including women's organizations and grassroots community organizations; and recruitment agencies (see section on "Programme governance and coordination" above).

In 2022, SAF partnered with both governmental and non-governmental bodies at the local, national and regional levels.

A. Government

At the national level in ASEAN countries, SAF strengthened its collaboration with the various line ministries and departments involved in women's labour migration, ending violence against women (EVAW), and trafficking in persons (TIP). This coordination with multiple state actors at various levels of government (national and sub-national) creates an enabling environment to promote and improve women migrant workers' rights and opportunities across the region. Of the programme's partners, 44 were from national, provincial and local government, as described in Annex F.²⁶ SAF partnerships with governments contributed to the following programme outputs (see also the section on "Results" below):

- SAF Outputs 1.1 and 2.1, which focus on working with government toward law and policy reform;
- SAF Outputs 1.2, 2.2 and 2.4, which include capacity-building for government officials;
- SAF Outputs 1.4, 2.3 and 2.4, which include working with government to enhance service provision;
- SAF Output 3.2, which supports government data collection capacity; and
- SAF Output 3.3, which supports campaigns to change knowledge, attitudes and practices with respect to women migrant workers

Highlights of government partnerships from across the region included the following:

- In **Brunei Darussalam**, SAF collaborated with the Department of Economic Planning and Statistics (Ministry of Finance and Economy) to organize a training for government statisticians and officials to strengthen the collection, management and reporting of sex-disaggregated international labour migration statistics.

²⁶ Annex F lists those partners whom SAF has supported technically and financially in 2022, and who have subsequently been implementing activities to protect the rights of women migrant workers.

- In **Cambodia**, SAF partnered with the Ministry of Labour and Vocational Training (MoLVT) via Provincial Departments of Labour and Vocational Training and the National Employment Agency (NEA) to operate two MRCs in Kampong Thom and another in Siem Reap, which provide services, information, counselling and legal aid to women migrant workers. SAF also collaborated closely with the MoLVT and the National Institute of Statistics to build the capacity of officials in regard to the collection and analysis of labour migration statistics. SAF continued to support the Ministry of Women's Affairs (MOWA) in the strengthening of the hotline systems, including administrative data collection and analysis of violence against women, including women migrant worker cases. Currently SAF is supporting the implementation of the National Action Plan to Prevent Violence Against Women (2019–2023). As the term of the National Action Plan (NAP) draws to an end in 2023, SAF is discussing with the MOWA concerning support in conducting an evaluation of current NAP implementation to draw lessons learned for the next NAP. With the Ministry of Foreign Affairs, SAF contributed to strengthening the capacities of diplomats and foreign service officials on quality service provision for survivors of violence, including women migrant workers.
- In **Indonesia**, SAF engaged with the Ministry of Manpower (MOM) and subnational governments at the provincial and district levels to support the integrated MRC-LTSAs in Cirebon, East Lampung, Blitar and Tulungagung districts in providing gender-responsive support services to migrant workers and their families. SAF also engaged with the National Agency for Protection of Indonesia Migrant Workers (Badan Pelindungan Pekerja Migran, or BP2MI) to establish partnerships and referral mechanisms for the MRC in Cirebon to provide case management to women migrant workers, as well as organizing awareness-raising activities and conducting community outreach with BP2MI on safe and fair migration. In terms of giving technical inputs to draft laws and policies, SAF continued its work with the MOM in developing SOPs and gender guidelines for the implementation of Ministry of Manpower Decree No. 294/2020 on the Implementation of Placement in the New Normal Period, and with the Ministry of Foreign Affairs and the Ministry of Women Empowerment and Child Protection to develop the National Action Plan on the Global Compact for Migration and the National Action Plan for the Prevention and Response to Trafficking in Person (2020–24). SAF partnered with Komnas Perempuan, which is the national commission on violence against women,²⁷ to build the capacities of frontline workers, with a focus on justice services, services for HIV/AIDS-affected women migrant workers, and violence against women administrative data collection and analysis. Concerning this administrative data, SAF collaborated with Komnas Perempuan to consolidate segregated data on violence against women spread across key government organizations, including data on women migrant workers, in order to provide inputs for the commission's annual violence against women report.

²⁷ The [National Commission on Violence against Women \(KOMNAS Perempuan\)](#) was established in 1998 as an independent national institution in Indonesia to protect women's rights, including preventing and reducing violence against women.

- In the **Lao People's Democratic Republic**, SAF continued its collaboration with the Ministry of Labour and Social Welfare (MOLSW) to support MRC work in the country to improve women migrant workers' access to safe and fair migration information and services, including setting up a new MRC in Bolikhamxay Province. Together with the MOLSW, SAF also built the capacity of the MRCs to improve services and referrals to women migrant workers. The MOLSW also coordinates the migration networking group through which civil society and government stakeholders can engage on VAW and migration issues. Additionally, the MOLSW organizes the dialogue network with tripartite partners and recruitment agencies. SAF supported the Lao Women's Union and the National Commission for the Advancement of Women, Mother-Child in organizing the international conference on preventing and responding to violence against women in ASEAN, in order to share promising practices and tools to respond to violence against women, such as national-level SOPs.
- In **Malaysia**, SAF collaborated with the Ministry of Human Resources to train labour inspectors on forced labour, child labour and gender-based discrimination. The training was done utilizing the labour inspection [manual](#) that SAF and the Ministry had developed earlier in 2022.
- In **Myanmar**, as per United Nations Country Team engagement guidelines, SAF does not have any engagement with the Government (for details, see the section on "Challenges and mitigation measures" below).
- In **the Philippines**, SAF is working with the Negros Occidental Provincial Government and the Tabaco City Government to support MRCs in these provinces, and in 2022 a new partnership was also initiated with the Quezon City Local Government to establish a gender-responsive MRC in the area. SAF continued its collaboration with the Technical Education Skills Development Authority (TESDA) and the Overseas Workers Welfare Administration's National Reintegration Center for Overseas Filipino Workers (OFWs) to provide scholarships, skills training, and employment-preparedness and reintegration support to women OFWs through the #WomenOFWsCanDolt programme. With the newly established Department of Migrant Workers (DMW), SAF provided technical support to the Reintegration Advisor initiative, as well as developing plans with the DMW to support fair and ethical recruitment and to improve the reintegration of returnee migrant workers. SAF has also supported the development of the Implementing Rules and Regulations of Republic Act No. 11641 (which is the Act that established the DMW); this has been done through a consultative process with other national stakeholders. SAF supported the Philippine Migrants Health Network (PMHN) through its technical input to the PMHN's strategic plan for 2023–28. With the Labor Market Development Bureau of the Philippines Overseas Employment Administration (POEA), SAF has initiated a collaboration on private recruitment agencies, and submitted recommendations for the Implementing Rules and Regulations for the DMW. In the Bangsamoro Autonomous Region in Muslim Mindanao,

SAF has been coordinating with the region's Ministry of Labor and Employment to plan the operationalization of an MRC. SAF is also a member of the Interagency Council Against Trafficking Advocacy and Communications Committee (IACAT-ADVOCOM), and provided technical input to the IACAT 4th Strategic Plan 2023–2026. As part of efforts to improve national-level collection of labour migration statistics, SAF collaborated with the Philippine Statistics Authority and the Interagency Committee on International Migration Statistics for a training workshop on international labour migration statistics (ILMS). In relation to EAW, SAF cooperated with the Department of Foreign Affairs (DFA) in providing quality support for Filipino migrants abroad, especially for those who have experienced violence against women during the migration cycle. SAF provided in-depth trainings for foreign service officials in quality administrative data collection and analysis, which resulted in documenting the support provided to migrant workers abroad. Currently, SAF is supporting the DFA to develop SOPs for referral mechanisms among Philippine embassies.

- In **Thailand**, SAF worked with the Ministry of Labour's Department of Labour Protection and Welfare and Department of Employment to train labour inspectors and government officers on forced labour, gender-based violence and harassment. In addition, government-employed interpreters were also taught useful techniques and ethics related to interpreting for migrant workers, especially those who have experienced violence and harassment. SAF continued its cooperation with the Ministry of Public Health to build the capacity of migrant workers to be health volunteers in their communities. With technical support from SAF, the Ministry of Justice amended the policy and regulation under the Damages for the Injured Person and Compensations and Expenses for the Accused in the Criminal Case Act B.E 2544 (2001) to ensure that compensation could be provided to any migrant worker regardless of their migration status. Furthermore, SAF is supporting the Ministry of Social Development and Human Security in drafting multi-disciplinary and national-level SOPs.
- In **Viet Nam**, SAF partnered with the Department of Overseas Labour (Ministry of Labour, Invalids and Social Affairs) to provide inputs into the amendment of laws and policies relevant to women migrant workers. Through its partnership with the National Institute of Vocational Education and Training (NIVET), SAF provided vocational training courses to migrant workers, especially in e-commerce and start-up skills. In coordination with the provincial-level Departments of Labour, Invalids and Social Affairs, SAF has established three MRCs in Viet Nam. SAF has worked closely with the General Statistics Office (GSO) to improve the collection of labour migration statistical data. This was done through technical support to two reports: [Data Gaps in International Labour Migration Statistics in Viet Nam](#) and [Measuring SDG Indicator 10.7.1 on Recruitment Costs of Vietnamese Workers Abroad](#). This was complemented by a training on ILMS data collection that SAF organized for GSO officials. The Viet Nam Government amended the Law on Domestic Violence Prevention and Control with technical support from SAF. SAF provided legal

analysis on how the law could better protect survivors of violence, in line with international standards.

- SAF also successfully supported the Vietnamese Ministry of Foreign Affairs, the Ministry of Justice and the Ministry of Public Security to each develop and adopt national-level SOPs. For the Ministry of Foreign Affairs, the SOPs were developed for foreign service officials in embassies and consulates abroad to provide coordinated services for survivors of violence and human trafficking. For the Ministry of Justice, tailored SOPs for justice officials were developed to provide gender-sensitive legal aid and referral support for survivors of violence, including women migrant workers. Lastly, the Ministry of Public Security adopted SOPs for public security officials to institutionalize quality service provision for survivors of violence and victims of human trafficking.
- SAF also responded (with approval from the EU) to requests from the Central Economic Commission (CEC) of the Communist Party of Viet Nam to provide technical support on issues related to labour migration, including gender-responsive labour migration policies, in order for the CEC to revise their Directive on sending Vietnamese workers and experts abroad for work. Providing such technical support to members of the CEC was important to influence labour migration policies at the highest levels in Viet Nam. As a result of support provided by SAF and other ILO projects, the Party issued Directive 20 on international labour migration, which aims to mobilize state and non-state actors to enhance the effectiveness of labour migration for Viet Nam's development. Together with other ILO programmes, SAF supported the high-level review workshop to validate the Party's report on the implementation of the previous Directive 16 on international labour migration, and to get public consensus on the new directive (Directive 20).

ASEAN Institutions

At the regional level, SAF has been supporting ASEAN institutions, a few of them also RPAC members,²⁸ to improve regional capacity to protect and promote the rights of women migrant workers across all Member States. Under the ASEAN Consensus Action Plan 2018–25, and with respect to the ACMW's work plan, SAF supported the following initiatives in 2022:

- Research on migrant worker rights based on standard employment contract, led by Indonesia (Ministry of Manpower), on-going (to be concluded in March 2023).
- Public campaign for safe and fair migration in the ASEAN region, led by the Philippines (Department of Labour and Employment), concluded.

²⁸ ASEAN institutions that are RPAC members include: ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW); ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC); ASEAN Committee on Women (ACW); ASEAN Secretariat; ASEAN Confederation of Employers (ACE); and ASEAN Trade Union Council (ATUC). SAF's work with the ACE and ATUC are noted below in the section "Other partners".

- Strengthening concerns of women migrant workers in the laws and policies of ASEAN Member States, led by Viet Nam (Ministry of Labour, Invalids, and Social Affairs). The report was launched in November 2022 in Viet Nam (see “Results, Output 3.1”).
- Improving Cooperation between Labour Inspectors, Recruitment Agency Regulators and Anti-Trafficking Police, led by the Lao People’s Democratic Republic, concluded.

SAF provided technical and financial support to the ACWC and the ACW to implement key findings from the mid-term review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women.²⁹ To this end, SAF provided:

- Support to develop the ASEAN Regional Guidelines for Developing National SOPs to strengthen coordinated, essential services for VAW response, led by Thailand, on-going.
- Support to design and implement the second phase of the ASEAN regional campaign on ending gender-based workplace exploitation, led by Thailand, on-going.

B. Civil Society

The inclusion of civil society organizations (CSOs) in SAF’s governance bodies (see the section on “Programme governance and coordination” above) ensures that the needs and perspectives of women migrant workers are included in SAF’s national and regional priorities. At the programming level, nearly half of SAF’s partnerships have been with CSOs – including feminist and women’s organizations, and grassroots and community-based organizations – that not only have close and direct working relationships with women migrant workers and communities on the ground, but that also provide inputs through community consultations when designing activities. As a result, the programme has followed a gender-sensitive and rights-centred approach that is participatory, inclusive and responsive to the needs of marginalized groups of women migrant workers (including those who are undocumented and those who face violence and/or exploitation), ensuring that programme initiatives leave no one behind.

In terms of supporting grassroots organizations, SAF continues to provide technical and financial assistance (see Annex C), such as funding support for shelters, services, trainings, and outreach for women migrant workers, their families and the wider community. In addition, in 2022, SAF continued to support such groups to build their long-term capacities in practical areas such as case management, recordkeeping, service provision, advocacy and outreach, as well as technical knowledge-building on issues such as gender, EAW, labour migration and anti-trafficking (see Outputs 1.2 and 2.4), so that they can continue to deliver gender- and migrant-responsive services and information to women migrant workers and the community long after SAF has reached the end of its programme cycle.

Through trainings and cross-border knowledge-building sessions, SAF built the capacity of CSOs and frontline organizations (including grassroots groups) on the development of cross-border

²⁹ SAF’s support for the mid-term evaluation of the ASEAN Regional Plan of Action on EAW was reported in 2021. The mid-term review measured ASEAN countries’ progress in implementing the Plan of Action, and made recommendations on how to accelerate implementation.

EVAW referral services (Output 2.4) and how to support migrant workers in cross-border claims compensation (Output 1.2).

In keeping with the principle of “**leaving no one behind**”, SAF has ensured the participation of women migrant workers and their representative organizations in its own policy advocacy by carving out spaces where women migrant workers and their representatives can speak out on their own behalf. At the ASEAN Regional Campaign on Ending Gender-based Workplace Exploitation, a woman migrant worker was invited to share her experience as a woman migrant worker in Thailand, which contributed to the design process of the ASEAN campaign. In stakeholder consultations surrounding legislative developments in the Philippines,³⁰ women’s organizations and women migrant workers were invited to participate so that they could keep abreast of policy developments, as well as to ensure that their recommendations, feedback and priorities were presented back to decision-makers.

Key civil society partners that were financially supported (with both new and continuing financial support) during the January – December 2022 reporting period include the following:

Cambodia

1. Cambodia Women’s Crisis Centre
2. CARE International Cambodia
3. Child Helpline Cambodia

Indonesia

4. Jaringan Buruh Migran
5. Perkumpulan Damar
6. Yayasan Kalyanamitra
7. Yayasan Sapa

Lao People’s Democratic Republic

8. Care International Lao PDR
9. Village Focus International

Malaysia

10. Persatuan Sahabat Wanita Selangor
11. Project Liber8
12. Tenaganita
13. Women’s Aid Organization

³⁰ Such as those concerning: (i) national ratification of the Violence and Harassment Convention, 2019 (No. 190); (ii) An Act Providing for Stronger Protection against Rape and Sexual Exploitation and Abuse, Increasing the Age for Determining the Commission of Statutory Rape (Republic Act No. 11648); and (iii) An Act Strengthening the Policies on Anti-Trafficking in Persons, Providing Penalties for Its Violations, and Appropriating Funds (Republic Act No. 11862).

Myanmar

14. An international media house³¹
15. Foundation for Education and Development/Future Light Centre³²
16. Samaritan's Purse
17. Women's Organizations Network of Myanmar

Philippines

18. Batis Center for Women Incorporated
19. Coalition Against Trafficking in Women – Asia Pacific
20. Development Action for Women Network, Inc.
21. Institute of Politics and Governance
22. Likhaan Center for Women's Health Inc.
23. Migrant Forum in Asia
24. TALIKALA
25. Women's Legal and Human Rights Bureau

Singapore

26. Centre for Domestic Employees (contracted through National Trades Union Congress)
27. Humanitarian Organization for Migration Economics

Thailand

28. Foundation for Labour and Employment Promotion
29. Peaceway Foundation (Migrant Working Group)
30. Raks Thai Foundation
31. Rights Beyond Borders
32. Thailand Development Research Institute
33. World Vision Foundation Thailand

Viet Nam

34. Institute for Social Development Studies

International and regional

35. Atikha
36. Chulalongkorn University College of Public Health
37. Edge Effect
38. International Domestic Workers Federation
39. Justice Without Borders
40. Quilt.ai
41. Sidekick

31 Due to security concerns in Myanmar, SAF has been requested by its partner to not release its name in public documents.

32 Future Light Centre is the sub-contracted CSO that will provide the services.

See also Annex F, which includes a full listing of CSO partners that SAF supported (technical and financial support) in 2022. The work with CSOs highlighted in the “Results” section focused on the following outputs:

1. Outputs 1.3 and 2.3, which support women’s associations and networks;
2. Outputs 1.2, 2.2, and 2.4, which include capacity-building of CSOs;
3. Outputs 1.4 and 2.4, which work with CSOs to enhance service provision;
4. Outputs 3.1 and 3.3, which include research, campaigns and awareness-raising.

European Union Delegation

SAF is deeply appreciative of the close and strong partnership that it has developed with EU Delegations across ASEAN. The Delegations contribute at a strategic level to SAF’s planning and implementation across the region through their participation in the PSC, RPAC and NPACs. At the country level, the EU Delegations are kept apprised of the programme’s activities via monthly flash reports and regular meetings with SAF personnel, and they are invited to engage in SAF events.

The support of the EU Delegations for SAF’s mandate makes the Delegations vital advocacy partners, especially as they have expressed support for some very critical messages on ending violence against women and girls and prevention of trafficking. The EU’s support has helped SAF in its advocacy. For example, in April 2022, SAF had organized a webinar on migrant workers with diverse sexual orientation, gender identity and sexual characteristics. The head of cooperation from the EU Delegation in the Philippines, as well as the delegation from Cambodia, joined the session. Through field visits to activity sites in the Philippines and Thailand, SAF has been able to engage with representatives from European Commission in the work of SAF’s implementing partners. Engagement with EU communications colleagues has also helped with the visibility of SAF knowledge products and social media messaging.

C. Cooperation with other (non-RUNO) UN agencies

SAF is a joint ILO–UN Women programme that is implemented in collaboration with the UNODC. The UNODC is a valued partner, contributing technical inputs to SAF’s programming and to governance meetings. SAF has been able to rely on the technical advisory services and convening power of the UNODC among anti-trafficking stakeholders.

In relation to the IOM, SAF continued to contribute to the implementation of the Global Compact for Migration through discussions in the national and regional UN Networks on Migration.

In relation to UNICEF, UNFPA and UNHCR, SAF is leading the development process for cross-border referral mechanisms for gender-based violence. As of this reporting period, a background paper has been finalized that will serve as the basis for training toolkits for frontline workers, which are to be piloted in 2023 in Thailand.

At the country level, through the heads of agencies at the ILO and UN Women, SAF coordinates with the UN Resident Coordinator System, Partnership Framework priority areas and the UN Country Team Results Group. Resident Coordinators are invited to NPACs and various SAF activities. Their advice, leadership and political advocacy for SAF, and for ensuring coherence with country-level UN sustainable development initiatives, has been key to SAF's programming at the national level.

D. Workers' organizations, employers' organizations, other partners and resource mobilization

Workers' organizations

The ability of women – as migrant workers – to organize and participate in trade union activity is an important aspect of securing their right to decent work, free from violence and harassment. SAF continues to engage with workers' organizations to support, train and educate women migrant workers, especially those in countries of destination. In addition to workers' organizations being involved in the RPAC and NPACs, SAF has supported trade unions to provide MRC services to women migrant workers (see Output 1.4) and to support their organizing (see Output 1.3). Trade unions engaged in running MRCs include the following:

- Confederation for All Indonesia Trade Unions (Konfederasi Serikat Buruh Seluruh Indonesia, or KSBSI);
- Indonesian Migrant Workers Union (Serikat Buruh Migran Indonesia, or SBMI);
- Lao Federation of Trade Unions (LFTU);
- Malaysian Trades Union Congress (MTUC);
- Confederation of Trade Unions of Myanmar (CTUM);³³
- State Enterprises Workers' Relations Confederation (SERC) in Thailand.

At the regional level, SAF has entered into a partnership³⁴ with the ASEAN Trade Union Council (ATUC) to strengthen the capacity of the ATUC and its affiliates to organize women migrant workers (including domestic workers) and to provide services to women migrant workers. With Public Services International (PSI), SAF (together with other ILO programmes) is supporting the organizing of precarious health and care workers in Asia and the Pacific (SAF's support focuses on three countries in South-East Asia). SAF also continues to support the organizing of migrant domestic workers across the region through its partnership with the International Domestic Workers' Federation (IDWF). SAF has supported IDWF to produce booklets for migrant domestic workers to help them know their rights, including rights to days off and rest; encouraged migrant domestic workers to take part in advocacy events and to participate in government dialogues in countries of origin and destination; and supported the production of the first-ever documentary by PERTIMIG, a migrant domestic workers' association in Malaysia. In 2022, SAF also supported workers' organizations in Indonesia and the Philippines to engage in cross-border knowledge

³³ SAF had been partnering with CTUM to operate MRC services until 2020; this was put on a hiatus due to the military takeover in 2020. In December 2022, the partnership with CTUM was signed again.

³⁴ In coordination with TRIANGLE in ASEAN, another ILO programme.

building with counterparts in countries of destination to improve case management support services for women migrant workers.

For details on SAF and IDWF support for migrant domestic worker organizations in Malaysia and Singapore, as well information about other national level engagement with workers' organizations, please see the "Results" section, Output 1.3. SAF's key trade union partners are listed in Annex F.

Employers' organizations

SAF has actively engaged with employers' organizations in ASEAN as part of its efforts to improve the working conditions of women migrant workers, to support employers' understanding of their role to reduce violence and harassment in the world of work, and to address sexual harassment in the workplace. The ASEAN Confederation of Employers (ACE), which has members in seven ASEAN countries, participates in SAF's RPAC. Employers' organizations are part every NPAC.

SAF and ACE jointly developed an employers' toolkit on gender equality and elimination of violence and harassment at work, which supported a training for ASEAN employers on the elimination of violence and harassment at work, including the protection of women migrant workers. The toolkit was then adapted and translated by the Employers' Confederation of Thailand (ECOT) into the Thai language and used by ECOT to train employers in Thailand. ECOT also collaborated with SAF to discuss the issue of housing and accommodation provided to women migrant workers and their families in the agriculture and construction sectors. This is a critical area where SAF has been able to engage employers' organizations (see Output 1.2 for details).

In Malaysia, the Malaysian Employers Federation had previously collaborated with SAF to develop tools on violence and harassment for employers, including company policy templates. With SAF support, these tools were utilized to train employers on violence and harassment in the workplace and to understand the challenges employers face in preventing or addressing harassment (see Output 1.2). Trainings were also done by the Women's Aid Organisation (WAO) for private sector employers to improve their understanding of and ability to address sexual harassment in the workplace (see Output 2.4).

In addition, SAF is also engaging with private recruitment agencies in Cambodia and in Indonesia to improve recruitment practices so that they are respectful and responsive to women migrant workers.

Media

In addition to these partnerships, SAF also partnered with the Asia Pacific Institute for Broadcasting Development (AIBD), a regional inter-governmental organization in the field of electronic media development. SAF supported the AIBD to train journalists on gender- and migrant-sensitive reporting. In Myanmar and Indonesia, SAF trained vloggers and social media content creators to develop positive messaging about women's labour migration, as well as to create content on safe migration information. Please see Objective 3 for details about SAF's outreach and campaigns.

Academia

SAF partnered with Chulalongkorn University in Thailand to conduct research on the experiences of women migrant workers from Cambodia, Myanmar, and the Lao People's Democratic Republic in Thailand in relation to violence against women. With technical support and guidance from SAF, the preliminary findings of the research were presented at the global Sexual Violence Research Initiative, organized in Mexico in September 2022.

Results

Capturing broader transformations across outcomes

Embodying the principles of UN Reform and “Leave No One Behind”, SAF has been jointly designed and implemented to support direct engagement with women migrant workers with the intent to support the agency of women migrant workers – this is one of the most significant aspects of SAF’s work. In this regard, SAF has been strongly supportive of organizing by women migrant workers, including migrant domestic workers, as well as creating peer networks of women migrant workers. In addition, by providing opportunities to women migrant workers to develop new livelihood and financial skills, SAF is supporting the economic empowerment of women migrant workers.

As noted in the section on programme governance, women’s organizations are involved in SAF’s governance bodies, monitoring SAF’s programme and intervention design and providing valuable input on the planning and implementation of activities at the country level on an equal footing with other political stakeholders. In 2022, SAF made considerable investment in supporting women migrant workers to organize and to network with other women migrant workers in both countries of origin and destination, so that they can support each other, learn, share information and resources with their peers, and be agents of change in their wider communities.

- With the ATUC and PSI, SAF is building the capacity of workers’ organizations to understand the conditions of work, and to then identify and support the organizing of women migrant workers, including migrant domestic workers, across the **region** (see Output 1.3).
- Across **Indonesia, Malaysia, the Philippines, and Singapore**, women migrant workers are learning about labour standards, fair migration and recruitment, gender responsiveness, gender/EVAW issues, the role of trade unions, and the importance of organizing (see Output 1.3).
- With the IDWF, SAF is developing the leadership capacity of migrant domestic workers to reach out to, build support among, and organize their peer groups. Support is also being given to migrant domestic workers’ associations in **Malaysia and Singapore** to improve their institutional capacity to carry out activities and advocacy, build their membership bases, and ensure their long-term sustainability (see Output 1.2).
- In **the Philippines**, SAF has supported the establishment of PINAY, a transnational union of Philippine migrant domestic workers (see Output 1.3).
- SAF also supported workers’ organizations in **Indonesia and the Philippines** to engage in cross-border knowledge-building with counterparts in countries of destination to improve case management support services for women migrant workers (see Output 1.4).

In addition to trade unions and workers' associations, peer networks play an important role in empowering women migrant workers, as it gives them a support structure during the various stages of the migration journey, including in countries of origin, during transit, in countries of destination, and during return and reintegration. Well-functioning peer networks have been found to provide a forum for women to come together, share experiences, provide mutual support, and learn together about risks, mitigation measures and support services, including for rights violations, safe migration, as well as violence and trafficking in the ASEAN region. Peer networks provide safe spaces for women to learn about and understand VAW, seek help and support to prevent VAW, and reduce its impact.

- In **Cambodia, Indonesia, Myanmar, and the Philippines**, SAF continued to support the growth of peer networks – both online as well as in-person – to engage with potential and returnee women migrant workers on women's rights, safe migration and the risks of human trafficking (Output 2.3).
- Peer network leaders in **Cambodia and Thailand** are building their capacities to carry out community outreach, to be the first point of contact for women migrant workers in distress, to coordinate with frontline service providers, and to sustain the network activities and grassroots movements for “women-support-women” peer networks (Output 2.3).
- In **the Philippines**, returnee women migrant workers who are peer leaders use bicycles to reach out to their neighbours and communities with information packages through the “Women on Wheels” programme. This is unique, as traditionally – and especially in rural areas – women were not often seen riding bicycles. While the leaders are advocating for the rights of women migrant workers and the issue of VAW, the very act of riding bikes also exemplifies women's independence and right to mobility (Output 2.3).
- In **Viet Nam**, new networks were set up in provinces where there are high numbers of households with family members working overseas. Network members connect both through online and physical channels and serve as key sources of information for potential migrant workers on safe migration, risks of violence and trafficking, and services that women can access (Output 2.3).

Decent work opportunities, financial knowledge, and the ability to choose alternative livelihoods are important for women's economic empowerment. Economic empowerment is also an ERAW strategy, as it provides survivors with an option to leave and to be independent, reducing their vulnerability to exploitation. In this regard:

- SAF has partnered with technical and vocational training institutes in **Cambodia, Indonesia, the Philippines, and Viet Nam** to help women migrant workers develop certified skills that can improve their livelihood options in both countries of origin and destination (Output 1.4)

- In **Myanmar**, returnee women migrant workers are being trained in handicraft skills so that they can support themselves and their families during the ongoing crisis in their country (Output 2.3).
- In **Myanmar**, one-off cash assistance was provided to vulnerable women migrant workers who have been affected by COVID-19 and the ongoing conflict as a prevention measure for violence against women. This represents continued support from SAF to assist women to invest in income activities, thereby reducing their vulnerability to traffickers or unscrupulous brokers (Output 2.4).
- SAF is supporting women migrant workers to develop their financial literacy in **Cambodia, Malaysia, Indonesia, the Philippines, and Singapore** (Outputs 1.4 and 2.3).

The UN system (ILO, UN Women and UNODC) is able to leverage the knowledge and expertise of the three agencies and their networks of diverse stakeholders to support women migrant workers in their advocacy and self-representation efforts. Participation in international and regional events are relevant experiences for women migrant workers to make themselves seen and heard. SAF supported the participation of women migrant workers in such events (see Output 3.3).

Reporting on the implementation of Participatory Monitoring, Evaluation and Reporting (P-MER)

In 2021, SAF conducted an independent Mid-term Evaluation (MTE) covering all activities conducted in ASEAN Member States for the period 2018–20. Applying a participatory, mixed methodology, the MTE assessed the programme's relevance and coherence; identified effective strategies, barriers and challenges to progress towards the programme's specific objectives; determined the extent to which the programme has been cost-effective and implemented in the most efficient manner; and determined the extent to which it had implemented a human rights and gender-responsive approach. In so doing, the MTE proposed recommendations for the remainder of the programme.³⁵ In 2022, SAF made progress towards implementing the recommendations of the MTE (in line with the Management Response):

MTE recommendations	Actions taken (January – December 2022)
1. Strengthen the regional dimensions of the programme.	<ul style="list-style-type: none"> • Cross-border webinars, study visits and workshops for MRCs, service providers, government, workers' and employers' organizations, and women migrant workers' organizations. • Support to establish PINAY, a transnational union of Philippine care and domestic workers • Support to the ACMW and ACWC work plans • SAF has centralized the repository of its knowledge products: Safe and Fair Spotlight Initiative

³⁵ The full report, together with the Management Response from the ILO and UN Women, can be found [here](#).

<p>2. Increase programming efforts to strengthen the immediate support network (i.e., husbands and other family members) of women migrant workers.</p>	<ul style="list-style-type: none"> • MRC and CSO partners' activities, including sharing service directories on available VAW services and community outreach to men migrant workers and their families. • Peer networks for women migrant workers. • Service provision and community outreach activities target both women and men migrant workers, as well as their families (including male family members). • Community outreach activities to increase awareness of violence against women migrant workers, with these activities involving not only women but their family members, including men.
<p>3. Further strategically target the programme's communications campaign to more effectively influence changes in social attitudes and integrate Communication for Development (C4D) elements to influence behaviour change where feasible.</p>	<ul style="list-style-type: none"> • Capacity-building of journalists through regional and national-level work in Malaysia and Indonesia • Youth engagement in the Lao People's Democratic Republic, Malaysia and the Philippines. • Babaeng BiyaHero Campaign • ASEAN Regional Campaign on Ending Gender-based Workplace Exploitation.
<p>4. Further collaborate with other UN labour migration programmes across the region to promote enhanced synergies around engaging recruiters and employers and providing financial training and business support to returning women migrant workers.</p>	<ul style="list-style-type: none"> • SAF supported the participation of a representative from the Asosiasi Perusahaan Penempatan Tenaga Kerja Indonesia (ASPATAKI), a recruitment agency network in Indonesia, to take part in the International Training Centre of the ILO (ITCILO) Gender Academy. Building the capacity of the ASPATAKI on gender, labour migration, and violence and harassment in the world of work is important because of the influence it wields with private placement agencies on developing gender-responsive SOPs for service provision to migrant workers. • SAF and Governance of Labour Migration in South and South-East Asia (GOALS) -- implemented by the ILO, IOM and UN Women -- jointly developed the Framework: Prevention of Gender-Based Violence and Harassment Against Women Migrant Workers in South and Southeast Asia. The framework captures the risk factors for gender-based violence and harassment against women across the migration cycle and articulates strategies and stakeholder actions that can accelerate the prevention of violence against women migrant workers.

	<ul style="list-style-type: none"> • Financial literacy trainings were provided to women migrant workers and their families in Cambodia, Indonesia, Malaysia, the Philippines, and Singapore. In the Lao People's Democratic Republic, financial literacy is being imparted through peer savings' groups that are supported by SAF. • Skills trainings in Cambodia, the Philippines and Viet Nam from technical and vocational training institutes. • Together with other ILO labour migration programmes, SAF supported the training of private recruiters and government officials involved in regulating migrant worker recruitment on fair and ethical recruitment standards. Participants were from Cambodia, the Lao People's Democratic Republic, Indonesia, Malaysia, the Philippines, Thailand and Viet Nam. In addition to the report on recruitment practices, a regional operating guideline on fair and ethical recruitment was also developed. • Trainings with employers across the region on violence and harassment, housing standards, and sexual harassment. • Exchanges with the IOM's PROMISE programme and other ILO labour migration programmes.
<p>5. Further strengthen the Safe and Fair programme's alignment with results-based management (RBM), good practices, and improved efficiency of joint programming arrangements.</p>	<ul style="list-style-type: none"> • Regular meetings with all SAF staff to discuss workloads and how to address workplace challenges. • Resource mobilization efforts are underway for continuation of the programme at both the regional and country levels.

Capturing change at the outcome level

Specific Objective 1

Women migrant workers are better protected by gender-sensitive labour migration governance frameworks.

In 2022, SAF made progress in improving the extent to which ASEAN Member States have adopted labour migration legislation, policies and practices in line with international normative frameworks on the protection of migrant workers and anti-trafficking. In addition to providing technical inputs for draft policy frameworks (Output 1.1), SAF has been building the capacity of governments, employers' organizations, and workers' organizations to better understand normative frameworks and international labour standards and how these need to be applied to the protection and promotion of women migrant workers' rights across the region – especially in terms of housing, fair recruitment, and violence and harassment (Output 1.2). Through building the capacity of CSOs, duty-bearers and MRCs (Outputs 1.2, and 1.4), SAF has advocated for rights-based and gender-responsive implementation of labour migration governance frameworks.

Through its support for workers' organizations, migrant workers' associations, and women migrant workers themselves – in terms of capacity-building (Output 1.2), organizing (Output 1.3) and services (Output 1.4) – SAF has progressed in securing women migrant workers' participation in decision-making processes, and has also invested in supporting their choice of decent work. In 2022, SAF stepped up its efforts to: (i) strengthen the regional dimensions of the programme; (ii) take steps to support the sustainability and national ownership of its interventions in the long-term; and (iii) enhanced synergies across the region to engage recruiters and employers and to provide financial training and business support to returning women migrant workers.

Output 1.1

Gender-equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated in line with international standards and guidelines.

During the reporting period, SAF, either through technical inputs or by bringing the voices of rights holders to the legal amendment process, contributed to the strengthening of nine laws and policies related to labour migration and to violence and harassment in the world of work.³⁶

³⁶ Per Spotlight Indicator 1.1.1 – “Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR [human rights] standards.” For Spotlight Indicator 1.1.1 reporting, SAF includes a total of 16 laws and policies. This includes nine total from SAF indicator 1.1.1 (four of which were adopted), and 5 adopted laws reported in SAF 2.1.1, as well as 2 additional laws given technical input and not yet adopted under SAF 2.1.1 work.

During the reporting period, SAF provided, or facilitated the provision of, technical inputs to the following:

Indonesia:

1. Ploso Village Head Policy on the MRC establishment to provide information and protection services (adopted)
2. Joint Commitment (MOU) on the Establishment of Tripartite Plus Forum for Coordination and Social Dialogue on Labour Migration in Cirebon (adopted)
3. Tulungagung Regent Decree on Tripartite Plus Forum (in drafting)
4. Development of a Monitoring Tool for the Implementation of the Guideline and SOPs on the Provision of Services and Protection of Indonesia Migrant Worker during the New Normal Placement (in drafting)

Philippines

5. Guidelines on the Use of AKSYON Fund (in drafting)
6. Implementing Rules and Regulations of Republic Act No. 11641 (adopted)
7. Quezon City draft Implementing Rules and Regulations for Ordinance No. SP 2500, S-2016 Creating the QC Migrant Resource Center (MRC) (in drafting)
8. Quezon City Draft Memorandum of Agreement with the United Domestic Workers of the Philippines (UNITED) (in drafting)

Viet Nam

9. Party Directive 20 on sending Vietnamese workers and experts abroad for work (adopted)

SAF supported the development and revision of policies and implementing regulations on gender-sensitive labour migration governance in **Indonesia, the Philippines** and **Viet Nam**. SAF's inputs seek to ensure that national legislation is in keeping with normative ILO standards, and that they include measures for the prevention of violence and harassment in line with ILO Convention No. 190. SAF also supported CSOs and women migrant workers to make recommendations to policymakers.

In **Indonesia**, SAF worked closely with district officials and the Ministry of Manpower to develop the **Ploso Village Head Policy on the MRC establishment to provide information and protection services (adopted)**, which will ensure that village authorities will have the technical assistance they need to strengthen their village-based management systems to improve women's labour migration experiences. The village-based management system includes a village policy on safe migration and the prevention and elimination of trafficking in persons, and addresses the risks of violence and harassment that are experienced by women migrant workers. The Policy establishes a village-based information centre on these topics and ensures service provision (including case management and referrals) on the same. A village-level complaint mechanism is also to be introduced, and the role and function of the village government is being enhanced as per Law No. 18/2017 on the Protection of Indonesian Migrant Workers. The capacity-building

and assistance for the management systems were drawn from the recommendations of SAF's previously published participatory action research on village-based models to enhance services to women migrant workers and their families.

SAF had previously given input to two draft **Joint Commitments (MOUs) on Development in Integrating a Gender-Responsive MRC in Government One-Roof Integrated Services Offices (LTSA)**s in Blitar and Tulungagung districts. These MOUs were adopted in 2022.³⁷ At the two separate launch events, the MOU on the integration of a gender-responsive MRC with the Government One-Roof Integrated Services Centre (LTSA) was officially signed by the Head of Regent (Bupati), the President of the Indonesia Trade Union Confederation for All Workers (KSBSI) and the Secretary-General of the Indonesian Women's Coalition (KPI), signifying ownership and partnership among diverse stakeholders and the political will to protect the rights of women migrant workers. The integration of gender-responsive MRCs with LTSA for Indonesian migrant workers is a pilot model for a multi-stakeholder partnership between government, migrant workers' unions and women's crisis centres in providing integrated and coordinated services to women migrant workers and their families at every stage of migration, including at the village level, in accordance with the Law No. 18/2017 on the Protection of Indonesian Migrant Workers. The MRCs will be jointly operated by the KSBSI in partnership with the Indonesian Women's Coalition.

Similarly, the **Gender-Responsive Guideline on the Provision of Services and Protection of Indonesia Migrant Workers (Implementation of Law 18/17)** – which SAF had given inputs to in 2020 – was also adopted in 2022.³⁸ The Guideline, which was completed via the collaboration of the Ministry of Manpower, SAF and the Migrant Worker Network (JBM), protects the rights of migrant workers, especially women migrant workers, in the face of exploitation and violations of their labour rights.

SAF also continued to strengthen the implementation of Ministry of Manpower Decree No. 294/2020 on the Implementation of Placement of Indonesian Migrant Workers during the Period of Adaptation to the New Habits.³⁹ SAF provided inputs (as well as facilitating the inclusion of inputs from other stakeholders) into the drafting process of the Monitoring Tool for the Implementation of Ministry of Manpower Decree No 294/2020 on the Implementation of Placement in the New Normal Period. The Monitoring Tool supports the implementation of the SOPs for private recruitment agencies and private technical and vocational education and training (TVET) institutions for overseas workers. SAF supported a focus group discussion to test the draft tools with representatives from private recruitment agencies and TVET institutions. Recommendations concerning the draft monitoring tool strengthened the means of providing gender-responsive services, and identified ways to ensure their usage by the labour inspectorate.

³⁷ SAF had reported the draft MOUs in its 2021 annual report. Accordingly, this information is being presented as an update on the progress being made in the 2022 annual report narrative; however, it is not being included again in the 2022 results framework to avoid double-counting.

³⁸ Technical inputs to the Gender-Responsive Guideline were reported in the 2020 annual report; it has not been included in the 2022 results framework.

³⁹ SAF had previously given inputs to the development of Decree No. 294/2020 (reported in 2020), and supported the development of guidelines and two SOPs for its implementation (reported in 2021).

To ensure that women migrant workers are able to participate on an equal footing in decision-making processes, SAF, in close cooperation with the Indonesian Government, has initiated village-level **Tripartite Plus Forums for Coordination and Social Dialogue on Labour Migration**, which provide an inclusive platform for women migrant workers to voice their demands and aspirations to policymakers and key stakeholders, and to have a say in the effectiveness of government coordination in implementing Law No. 18/2017 and gender-responsive coordinated services for migrant workers. In Cirebon district, the Tripartite Plus Forum was **formally established** in December 2022 by the District Government of Cirebon through the **Joint Commitment (MOU) on the Establishment of Tripartite Plus Forum for Coordination and Social Dialogue on Labour Migration in Cirebon (adopted)**. At the official ceremony, Ms Parijati, a former women migrant worker, together with officials from the Ministry of Foreign Affairs, the Ministry of Manpower, the National Agency for Protection of Indonesia Migrant Worker (BP2MI), the Indonesia Migrant Workers Union, and the Head of the Manpower Office at LTSA Cirebon signed the establishment of the Tripartite Plus Forum for Coordination and Social Dialogue on Labour Migration as a symbol of the joint commitment to ensuring safe migration for all women. In Tulungagung, the **Regent Decree on the Establishment of the Tripartite Plus Forum for Coordination and Social Dialogue on Labour Migration** is being drafted, and it will specify which institutions will be part of that district's forum.

In the **Philippines**, under the new Department of Migrant Workers Act (Republic Act No. 11641), a new welfare fund – the *Agarang Kalinga at Saklolo para sa mga OFW na Nangangailangan (AKSYON) Fund* – has been established. The AKSYON Fund provides immediate assistance and other forms of relief in response to grievances brought to the attention of Migrant Workers Offices by overseas Filipino workers (OFWs). SAF provided technical inputs to the draft **Guidelines on the Use of the AKSYON Fund** to make them clearer in terms of scope and coverage, and to clarify which types of distress cases will be covered by the Fund. SAF also sought to make the Fund more responsive to the situations of women migrant workers, by seeking the inclusion of provisions related to psychosocial support and survivor-centred and gender-responsive assistance.

To operationalize the Department of Migrant Workers Act, SAF gave inputs to the **Implementing Rules and Regulations of Republic Act No. 11641**, which were subsequently adopted. Through a series of five tripartite consultations to gather substantive recommendations on the programmes and operation of the new Department of Migrant Workers (DMW), SAF provided recommendations on the policies and operations of the DMW, especially on its welfare programmes and return and reintegration provisions. The consultations provided an avenue for greater stakeholder engagement in the drafting process of the Implementing Rules and Regulations. The thematic recommendations from the stakeholder consultations were submitted after each consultation to the DMW Transition Committee and the Technical Working Committee on the Implementing Rules and Regulations Drafting (through the POEA). The Technical Working Committee formally acknowledged the importance of the multi-stakeholder consultation series and the weekly submissions that they received. The adoption of these recommendations ensures that gender and

EVAW aspects that were included in the provisions of the Implementing Rules and Regulations will be mainstreamed into the policies and programming of the DMW.

Inputs were also made by SAF to the Quezon City **draft Implementing Rules and Regulations for Ordinance No. SP 2500, S-2016 Creating the QC Migrant Resource Center (MRC)**. SAF proposed strengthening the Implementing Rules and Regulations' provisions on gender and EVAW to align them with national laws and international labour standards. SAF's inputs and suggestions have been incorporated into the revised draft. This ordinance is critical for institutionalizing MRC services and is part of SAF's sustainability strategy.

SAF also gave inputs to the **Quezon City draft Memorandum of Agreement (MOA) with the United Domestic Workers of the Philippines (UNITED)** to deepen the MOA provisions on gender, EVAW, women migrant workers' rights and representation, and social dialogue with domestic workers, as well as to ensure that the MOA is in accordance with both national law (Republic Act No. 10361) and the ILO Domestic Workers Convention, 2001 (No. 189). The MOA serves as a model agreement collectively advocated for and negotiated by the trade union of domestic workers with the City Government. It recognizes the role of UNITED as a representative organization of domestic workers, and specifies the commitments of the City in providing better services for domestic workers and supporting their organizing, capacity-building and advocacy work in Quezon City. The MOA can serve as a template for other chapters of UNITED in negotiating similar agreements with other local governments in the Philippines.

A participatory approach to policymaking: The road towards ratification of the Violence and Harassment Convention, 2019 (No. 190), in the Philippines

SAF gives inputs into laws and policies through consultations with tripartite and civil society partners, including representatives of women migrant workers. Since 2020, SAF has coordinated and partnered with the Department of Labor and Employment (DOLE) Technical Working Committee on the Ratification of C190 (hereafter referred to as the "TWC") in:

- providing technical inputs;
- helping deepen government agencies' understanding of Convention No. 190;
- providing inputs to the gap analysis of national laws in relation to Convention No. 190; and
- co-organizing national tripartite and multi-stakeholders' consultations to build a common understanding of and strengthen support for the ratification of Convention No. 190 by the Philippines.

This support of and engagement with tripartite and social partners have resulted in explicit statements by key government agencies (such as DOLE and the Philippine Commission on Women), trade unions, employers, the Tripartite Council, and legislators endorsing the ratification of Convention No. 190. As the following timeline of actions taken by SAF shows, the process for building support for ratification requires consensus-building and advocacy at every level:

- **August 2020:** Initial consultation between the ILO and the Department of Labor and Employment Institute of Labour Studies (DOLE-ILS) on increasing understanding of Convention No. 190. SAF (along with other ILO programmes) provided inputs to the DOLE-ILS gap analysis *Affirming the Right to Freedom from Violence and Harassment in the World of Work: A Gap Analysis of ILO Convention No. 190*.
- **January 2021:** SAF organized a coordination meeting with the TWC to coordinate and support Convention No. 190 ratification efforts and the work of TWC. DOLE asked for ILO inputs on draft gap analysis. SAF joins succeeding special TWC meetings.
- **February 2021:** SAF and the TWC co-organize a “National Tripartite Feedback e-Forum Towards the Ratification of ILO Convention No. 190”, during which the DOLE-ILS presented highlights of its gap analysis. Stakeholders identified key areas of collaboration including:
 1. advocacy for endorsement of ratification by tripartite plus partners, that is, key government agencies, employers, workers’ groups and civil society;
 2. awareness-raising campaign to increase understanding of Convention No. 190, especially among stakeholders and policymakers;
 3. produce communication materials on Convention No. 190; and
 4. advocate for endorsement documents to be submitted to the Senate and then the President by the end of 2021.
- **July 2021:** SAF co-organized with trade unions (SENTRO and NAGKAISA) “A Workers’ Forum: Where Are We on ILO Convention 190 Ratification in the Philippines?” At the forum, SAF highlighted the importance of Convention No. 190 to migrant workers, especially women migrant workers. Trade unions presented their joint position calling for Convention No. 190 ratification.
- **September 2021:** DOLE reported that the National Tripartite Industrial Peace Council had issued a resolution in July 2021 endorsing Convention No. 190 ratification. This resolution was signed by the trade unions, government (DOLE) and employers (ECOP). The TWC also reported that a joint statement by trade unions and employers on Convention No. 190 ratification had been issued in August.
- **November 2021:** SAF facilitated ILO inputs for the DOLE Technical Learning Session on the Ratification of ILO Convention 190. SAF also gave inputs on national laws related to Convention No. 190.
- **August 2022:** Following the national elections and the creation of the new DMW, SAF met with the TWC to renew coordination of the plans on ratifying Convention No. 190.
- **30 August 2022:** SAF gave technical inputs and supported the filing of a resolution at the Lower House of Congress by Representative Maria Rachel Arenas calling for ratification of Convention No. 190 (House Resolution 85). SAF supported similar resolutions filed by

House Deputy Speaker Raymond Mendoza (House Resolution 32) and Representative Arlene Brosas et al. (House Resolution 271). Together with trade union representatives, SAF met with Representative Arenas and Deputy Speaker Mendoza to affirm collaboration in pushing for Convention No. 190 ratification.

- **November 2022:** Meeting of the Lower House Labor Committee on resolutions calling for Convention No. 190 ratification. The House Committee approved the three resolutions on Convention No. 190 ratification, and will consolidate these into one resolution for approval by the Lower House plenary. Later that month, the “Parliamentarians and Advocates to Ratify Convention No. 190” campaign was launched, and is being spearheaded by Lower House legislators who filed the House Resolutions for Convention No. 190 ratification and the House Committee on Women and Gender Equality. SAF ensured ILO participation in the campaign launch and later met with the legislators, trade unions and advocates to plan the next moves in relation to Convention No. 190 ratification;
- **December 2022:** SAF is in discussion with the Senate Committee on Women and Gender Equality for holding a consultation session with relevant senators to deepen understanding/clarify questions on Convention No. 190, with the aim of initiating a resolution in the Senate to support/concur with Convention No. 190 ratification. SAF is also in discussion with trade unions and the TWC to convene a national stakeholders' consultation to provide updates on the progress/status of Convention No. 190 ratification efforts and to review/update strategies and plans for Convention No. 190 ratification.

The critical steps moving forward are for these commitment statements to be endorsed by other government agencies that are key in the ratification process (such as the DFA and the DMW), and for the DFA to prepare the instrument of ratification for signing by the President, and then for the Senate to concur. SAF will continue to engage with tripartite and social partners in each of these steps until Convention No. 190 is ratified. The ratification of Convention No. 190 by the Philippines would be a historic event, making the Philippines the first country in ASEAN to do so.

In **Viet Nam**, SAF has been engaging at the highest level with the government, together with other ILO programmes and UN agencies, to give inputs to the formulation of **Party Directive 20 on sending Vietnamese workers and experts abroad for work**, which has been adopted by the Central Economic Commission (CEC). Support was provided to a high-level expert meeting between CEC leaders and international and national labour migration experts on how to better protect the rights of women migrant workers. Study visits were organized to Japan (the biggest destination country for Vietnamese migrant workers) and to the Philippines (the biggest country of origin in the ASEAN region) so that Vietnamese officials could learn from other countries on the means to better protect women migrant workers' rights throughout their migration journeys. Support was also provided to organize a national conference on international labour migration to raise awareness on current and future requirements in labour migration governance in

Viet Nam. Party members recognized several challenges in labour migration governance as needs to be addressed, and these are well articulated in the new Directive 20. These include:

- knowledge gaps in labour migration in some government agencies (especially on the recruitment and emigration of Vietnamese workers);
- the insufficient and incomprehensive nature of current labour migration mechanisms and policies, and the slow development of replacement mechanisms and policies;
- high recruitment and migration costs for migrant workers;
- the situation of undocumented workers going abroad to work; and
- the lack of adequate protections for Vietnamese workers in countries of destination.

The new Directive, which was endorsed in December 2022, contains important guidance for future government policy-making on labour migration by Vietnamese migrant workers. These include:

- Review and improve legislation related to the recruitment and placement of Vietnamese workers abroad, so that they cover all migrant workers and their forms of work. Mechanisms, policies and conditions for recruiting workers must be made consistent with international commitments and treaties to which Viet Nam is a signatory.
- Ensure the publicity and transparency of migration fees, thereby reducing costs and fees for workers seeking to migrate abroad. Adopt policies to support training, and foster the development of professional and vocational skills as well as the learning of foreign languages among potential migrant workers.
- Enhance the capacity, effectiveness and efficiency of state management of processes related to the sending of Vietnamese workers to work abroad. Assign, decentralize and clearly define the responsibilities of central and local agencies and organizations, ensuring that the dispatching of workers to work abroad is for the right purposes and in accordance with the law.
- Establish, upgrade and synchronize the database and information system on managing Vietnamese workers working abroad with the national database on labour and the national database on residents. Stipulate a mechanism for synchronizing the data of workers working abroad among various stakeholders.
- Strengthen the inspection and evaluation of the results related to performing the Party's guidelines, policies and regulations of the State in regard to the sending of Vietnamese workers to work abroad.

SAF also continued its partnership with the General Statistics Office (GSO) to improve Viet Nam's collection and use of labour migration statistics. In addition to capacity-building (reported under Output 1.2), SAF supported the GSO to [measure Sustainable Development Goal \(SDG\) indicator 10.7.1 on recruitment costs of Vietnamese workers working abroad](#), and to assess [data gaps in international migration in Viet Nam](#), with reports generated on both topics (knowledge products

are reported under Output 3.1.3). The aim of this partnership is to seek to enhance evidence-based decision-making by Vietnamese line ministries and agencies so as to better protect the rights of migrant workers, especially women migrant workers, who may be more vulnerable to multiple forms of violence and discrimination. This is critical to achieving the SDGs and enhancing national alignment with international standards on labour migration statistics. Both of the reports were **launched** in 2022.

Furthermore, SAF continued to support women migrant workers in their advocacy efforts for policy change in Malaysia and the Philippines. In **Malaysia**, PERTIMIG and AMMPO, together with the Ke-Arah 189 Coalition, have been active in campaigning for legislative changes related to the labour rights of domestic workers. In September 2022, Malaysia's Employment Act was amended – domestic workers are no longer referred to as “domestic servants” but as “domestic employees”. However, since domestic workers are still excluded from benefits relating to maternity protection, rest days and working hours, PERTIMIG and AMMPO are continuing their advocacy, and organized a meeting with the Malaysian Parliament wherein migrant domestic worker leaders expressed their demands in front of Members of Parliament. During this social dialogue with the Malaysian Parliament, PERTIMIG and AMMPO demanded the removal of exclusionary clauses for domestic workers in the amended Employment Act, and championed the need to accommodate freedom of association among migrant workers, including migrant domestic workers, under the Trade Union Act. In the **Philippines**, SAF has supported UNITED to take an active role in reviewing and giving feedback to the draft Quezon City Kasambahay law, ensuring that migrant domestic workers' concerns and needs are adequately covered by the law.

Output 1.2

Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.

In 2022 SAF strengthened the capacity of **5,281** stakeholders – governments,⁴⁰ trade unions, employers, recruitment agencies, and civil society, including women's organizations, migrant organizations, domestic workers' organizations – to implement gender-responsive, migrant-friendly and rights-based policies and services.

Capacity-building of governments

Throughout 2022, SAF worked to build the capacity of ASEAN Member States concerning:

- international labour standards, including the Violence and Harassment Convention, 2019 (No. 190), ILO standards on fair and ethical recruitment, and the Workers' Housing Recommendation, 1961 (No. 115);

⁴⁰ SAF built the capacity of the following governments on a range of issues concerning women migrant workers: Brunei Darussalam, Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Philippines, Viet Nam, and Thailand.

- the gendered nature of women's labour migration; and
- how laws, policies and services for migrant workers can be made gender-responsive.⁴¹

Government capacity-building took place at both the national and local levels.

Labour inspection is a key element of ensuring that the world of work is free from forced labour and violence and harassment, and that labour laws and the fundamental principles and rights at work are being properly applied in the workplace. In 2022, SAF supported countries of destination in the ASEAN region (Malaysia and Thailand) to **strengthen the capacity of the labour inspectorates** to identify and address forced labour situations and other labour violations that migrant workers, especially women migrant workers, are vulnerable to – especially in relation to the elimination of violence and harassment, including sexual harassment, in the world of work.

In **Malaysia**, in coordination with the ILO's BRIDGE Project, SAF supported 37 labour inspectors in Sabah and 3 officials of the Ministry of Human Resources to improve their capacity and knowledge concerning forced labour, child labour and gender-based violence and harassment in the workplace, with a particular focus on the palm oil sector. The training utilized the [Facilitator's Manual: Training for Malaysian Inspectors on Forced Labour, Child Labour and Gender-based Discrimination, Violence and Harassment \(GBVH\) in the Workplace](#), which had been developed to build the capacity of the labour inspectorate to enforce national labour standards on these issues, as well as their capacity to advise employers and workers on how to improve compliance. The manual was developed by SAF and the BRIDGE Project in 2021, and was published in 2022. It can be applied to future labour inspectorate trainings, thus contributing to Malaysia's adherence to core ILO Conventions and other international human rights standards.

In **Thailand**, SAF continued its partnership with the Department of Labour Protection and Welfare (DLPW) to train **193** labour inspectors on international labour standards, trafficking and forced labour, labour inspection of domestic work, and violence and harassment. In addition, 104 DLPW-contracted interpreters were also trained to apply proper terminology and interview techniques so that they can better support labour investigations related to migrant workers who cannot speak Thai. The training of these interpreters represented the first of its kind in Thailand. Rights-based terminologies related to labour migration, women migrant workers and ending violence against women (EVAW) were also included in the training for interpreters, utilizing the SAF's existing [Media-friendly Glossary on Migration, Women Migrant Workers and Ending Violence against Women \(EVAW\) Edition](#).⁴² SAF has extended the training to the migrant-supporting officials and interpreters of the Department of Employment to build their capacity on fair and ethical recruitment, violence and harassment in the world of work, trafficking, forced labour, victim identification, gender-sensitive terminologies and interview techniques with women migrant workers who may

⁴¹ Per Spotlight Indicator 4.1.6 – “Number of government service providers who have increased knowledge and capacities to better integrate VAWG response into sexual and reproductive health, education and migration services.” In 2022, a total of 2,603 government officials were trained under SAF Indicator 1.2.1.

⁴² The Glossary has previously been reported as a knowledge product by SAF in its results framework under Output 3.1.

have experienced violence. Over **138** Department officials were trained by the end 2022. SAF is also in the process of developing guidelines on the use of rights-based terminology for labour inspections in Thailand; the final publication will be reported in 2023.

At the **regional level**, SAF supported an **ASEAN workshop on strengthening labour investigation of trafficking in persons for forced labour**. The workshop was led by the Lao People's Democratic Republic under the ACMW Action Plan 2018–2025, to implement the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers. Recognizing that labour inspectors, recruitment agency regulators and anti-trafficking police have a shared responsibility and complementary roles in remedying violations of workers' rights – including forced labour and trafficking in persons for forced labour – the **62** representatives from key ASEAN sectoral bodies⁴³ that participated in the workshop sought to:

- strengthen information-sharing and cross-border cooperation on such cases;
- review legal frameworks to ensure migrant workers' timely access to remedies, including compensation and payment of unpaid wages;
- enable and facilitate referral mechanisms; and
- identify proactive interventions beyond enforcement that could help address the underlying systemic causes of trafficking and forced labour.

This initiative was strategic in strengthening cooperation among various ASEAN sectoral bodies.

Together with other ILO labour migration programmes⁴⁴ and specialists, SAF has also supported regional knowledge-building initiatives on fair and ethical recruitment. Following the research [Achieving Fair and Ethical Recruitment: Improving Regulation and Enforcement](#), 40 government officials and 4 recruiters from Bangladesh, **Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, the Philippines, Thailand and Viet Nam** participated in training that built their understanding of the ILO's General Guidelines and Operational Principles for Fair Recruitment; learned good practices on enforcing regulations and monitoring compliance; as well as developing a better understanding of the responsibilities of recruitment agencies, what constitute acceptable recruitment fees, what actions are prohibited, what sanctions can be imposed and what complaints mechanisms can be adopted. The findings from the research were shared with the training participants, and in turn the discussions from the training informed the development of the Regional Operational Guidelines on Fair and Ethical Recruitment in ASEAN: Improving Regulation and Enforcement – A Resource for Regulators (pending publication). The regional operational guidelines are significant, as they provide specific and practical support to regulators in ASEAN Member States on how to improve fair and ethical recruitment processes in their countries.

⁴³ The participants represented the ACMW, Senior Officials Meeting on Transnational Crime (SOMTC), ASEAN Inter-Governmental Commission on Human Rights (AICHR), ASEAN Senior Law Officials Meeting (ASLOM), Senior Officials Meeting on Social Welfare and Development (SOMSWD), and the ACWC.

⁴⁴ Namely the ILO BRIDGE project, TRIANGLE in ASEAN, and Ship 2 Shore Southeast Asia programmes.

To support the development and implementation of **gender-responsive labour migration policies** in **Indonesia**, SAF partnered with the Ministry of Manpower and the Migrant Worker Network (Jaringan Buruh Migran) to train **39** provincial and district government officials on how to develop gender-responsive policies and services for women migrant workers, and how to mitigate the risks of labour rights' violations and violence and harassment. Through interactions with labour attachés, women migrant workers and workers' organizations in countries of destination (Malaysia and Taiwan, China), the officials improved their understanding of how to apply gender-responsive technical guidelines to implement Ministerial Decree No. 294/2020 and gender-responsive SOPs in delivering services for migrant workers. Another aspect of the implementation of Ministerial Decree No 294/2020 requires the monitoring of recruitment agencies and TVET centres. In 2022, SAF supported **219** representatives from the Ministry of Manpower, local government, the Tripartite Plus Forums, and recruitment agencies to build their knowledge on a series of policies and implementation mechanisms related to Law No. 18/2017. These include: the gender-responsive guidelines on the implementation of Decree No.294/2020; SOPs for TVET and Private Placement Agencies on the Provision of Services and Protection of Indonesia Migrant Workers during the New Normal Placement; and the Law on the Protection of Migrant Workers (No. 18/2017). As a result of SAF interventions, **18** ministry officials and civil society came together to develop a virtual helpdesk that can support migrant workers throughout their migration journey, and to examine the purpose of a monitoring instrument for recruitment agencies and TVET centres (see also Output 1.1 and Annex D).

In **the Philippines**, SAF built the capacity of **178** representatives from the new Department of Migrant Workers (DMW), other line ministries, civil society, migrant workers' associations, and employers' and workers' organizations on international standards and good practices for effective, gender-responsive and sustainable reintegration of migrant workers. As a result of the capacity-building session, the DMW has endorsed the adoption of the "OFW Reintegration Advisor and Referral Pathways" as a key tool to promote and help guide overseas Filipino workers and their families to plan/develop their reintegration pathways. SAF also supported **69** stakeholders of the Philippine Migrant Health Network (PMHN) to learn about the gaps in laws and social security provisions related to the **health coverage of migrant workers**, especially from a gender perspective. These sessions have built the capacity of the Department of Health to improve its programming on migrant workers' healthcare, and to ensure that women migrant workers' concerns are reflected in the PMHN strategic plan for 2023–28.

In **Viet Nam**, SAF partnered with the Department of International Cooperation of the Ministry of Labour, Invalids and Social Affairs (MOLISA) to use sections of the ASEAN Guideline on Gender Mainstreaming into Labour and Employment Policies towards Decent Work for All as it is applicable to the labour and employment sectors in the country. In all, **51** officials from various line ministries joined the workshop to build their understanding on lessons learned from current gender mainstreaming efforts, and to identify ways to improve future gender mainstreaming in labour and employment, including work to be done with private actors.

In relation to **improving gender-responsive and rights-centric labour migration frameworks**, SAF provided technical support to the Communist Party of **Viet Nam's** Central Economic Commission (CEC) to develop Directive 20 (reported under Output 1.1). Complementing these efforts, SAF, in coordination with other ILO labour migration programmes and in partnership with CEC and MOLISA, organized national conferences for **314** government officials and development partners to discuss: the international labour migration trends of Vietnamese workers, especially women migrant workers; the challenges experienced by Vietnamese migrant workers and how these can be overcome; how to maximize the benefit of labour migration and build capacity; and developing an understanding of gender-responsive labour migration.

At the **provincial and village levels**, SAF has supported the training of **53** village leaders and officials in **Indonesia** to strengthen their village-based management systems, to build their understanding of Law No. 18/2017, and to improve their knowledge of safe migration, so that they can provide accurate information and assistance to community members about safe migration pathways, address VAW, and take actions to prevent trafficking in their villages.

Similar knowledge-building efforts have taken place in the **Lao People's Democratic Republic**, with more than **162** village leaders having been trained on safe migration, EAW and trafficking in persons. SAF has also ensured that village and provincial authorities improve their understanding of women's labour migration, gender equality and anti-trafficking through knowledge exchanges via network activities (**Cambodia, the Lao People's Democratic Republic, and Thailand**); via specific orientations and briefings with individual departments/committees (**the Philippines**); and also by supporting international study visits whereby government officials can learn through direct interactions with their counterparts (**16** officials from **Viet Nam** visited **the Philippines and Japan**). In **Viet Nam**, SAF supported **90** officials from three provincial governments to identify improvements in the current vocational skills trainings being provided to women migrant workers in their provinces. As a result, provincial government officials augmented their ability to improve services and information provision to women migrant workers. They also developed a better understanding of SAF's work, which in turn potentially enhances their support for the work being done by SAF and programme implementing partners on the ground.

Sex-disaggregated international labour migration statistics (ILMS) are a key source of information for evidence-based labour migration policy design and implementation. Every year, ASEAN Member States contribute national-level labour migration data to the ILOSTAT database on ILMS.⁴⁵ To improve the collection, submission and use of sex-disaggregated labour migration data, SAF supported **national-level capacity-building on ILMS in four ASEAN countries in 2022**. Through individual trainings in Brunei Darussalam, Cambodia, the Philippines and Viet Nam, SAF built the capacity of over **190** government officials and statisticians on aligning national definitions and methodologies with international ILMS standards and practices; on coordinating with other agencies that collect information about migrant workers; and on the collection and

⁴⁵ For SAF's work on sex-disaggregated labour migration data, see Output 3.2.

use of administrative data to develop a better analysis of national and migrant workers leaving and/or entering the country. The workshop in **Brunei Darussalam** was the first-ever ILMS-related training held for the country, and the Department of Economic Planning and Statistics used their new capacity to develop a detailed plan for coordinating their collection and submission of ILMS data. In **Viet Nam**, the ILMS training continued SAF's cooperation with the General Statistics Office to improve the collection of sex-disaggregated labour migration data in the country (for details, please see Outputs 1.1 and 3.1)

Building the capacity of tripartite plus stakeholders

Alongside government agencies, SAF has also invested in building the capacity of other stakeholders who play a role in promoting and protecting the rights of women migrant workers. To ensure that tripartite and non-governmental stakeholders understand the objectives and intentions of labour migration policies, as well as to support their proper implementation, SAF supported several initiatives:

- In **Indonesia**, SAF supported **20** civil society organizations and recruitment agencies to develop their understanding of the importance of rights-based and gender-responsive standards of practice for service providers, and also to discuss developing a monitoring instrument for Ministerial Decree No. 294/2020.
- In the **Lao People's Democratic Republic**, in coordination with the MOLSW, SAF built awareness concerning Convention No. 190 and violence and harassment in the workplace. This gave the opportunity to **28** representatives from government agencies, CSOs and MRC service providers to learn about measures to address violence and harassment in the workplace, particularly against women migrant workers.
- In **Malaysia**, SAF, through its partner the International Domestic Workers' Federation (IDWF), ensured that **74** migrant domestic workers and their leaders understood the implications of the proposed reforms to the Trade Unions Act, especially in regard to the proposal to exclude migrant workers from holding officer positions in trade unions. Over 100 migrant worker leaders from AMMPO; PERTIMIG; SBMI – Malaysia, Bangladesh, Nepal, Myanmar, Cambodia and Pakistan; IDWF; NSI; Sahabat Wanita; and the Labour Law Reform Coalition (LLRC) took part in the discussions and workshops that informed their own future advocacy strategies.
- In **the Philippines**, through stakeholders' consultations on the new Department of Migrant Workers (DMW) and Philippine labour migration governance, SAF improved the understanding of **145** tripartite and other stakeholders on the provisions of the new Department of Migrant Workers Act 2021, including a better understanding of provisions related to the DMW's mandate, functions and operations. The consultation series was organized by the ILO and the DOLE-ILS. Such interactions ensured that non-government stakeholders' recommendations and feedback could be incorporated into the development

of the DMW Implementing Rules and Regulations (reported in Output 1.1). Similarly, SAF ensured that **51** stakeholders had the opportunity to review the draft guidelines of the AKSYON Fund (see Output 1.1) as well as the draft Quezon City Kasambahay Ordinance, to which they gave technical inputs.

Workers' organizations play a crucial role in protecting the labour rights of women migrant workers, both in countries of origin and destination (see Output 1.3). Workers' representatives need assistance to build their institutional capacity to support their members better. SAF has been partnering with the ASEAN Trade Unions Council (ATUC) to utilize the publication [Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN](#) in building the capacity of ATUC affiliates. A total of 13 ATUC affiliates joined a regional workshop in 2022 to build their knowledge of the issues affecting women migrant workers, especially migrant domestic workers, and to learn about how to organize these workers. Through the discussions, the strategies to train the organizers who will then organize migrant domestic workers directly were identified. A follow-up training was then conducted with more than 20 field-level organizers from ATUC affiliates to build their capacity on gender equality, and so they could learn about techniques for organizing women migrant workers.⁴⁶ The participants are using their new capacity to draft plans for organizing women migrant workers, with the institutional support of their organizations (see also Output 1.3).

Along with Public Services International (PSI), SAF and other ILO programmes are building the capacity of PSI Asia Pacific (PSI-AP) affiliates to organize health workers in precarious employment (see also Output 1.3). At the initial session, representatives from 18 trade unions across the region learned about the situation of private sector health workers, and how the Nursing Personnel Convention, 1977 (No. 149) and Convention No. 190 can be utilized to support collective bargaining efforts. A follow-up capacity-building session was held for participants from 14 health sector trade unions in Asia⁴⁷ to develop their skills in organizing strategies that can be used to unionize the most precarious health and social care workers in order to advance gender equality in health and social care, as well as how to creating trade union road maps for expansion and organizing. The trained unionists will support further organizing actions for healthcare workers in Asia in 2023.

Through the IDWF, SAF built the leadership of **97** migrant domestic worker leaders and members from AMMPO, PERTIMIG and IPPMI, as well as improving their skills in conducting outreach, organizing other migrant workers, and building their understanding on the policy frameworks governing migrant domestic workers' lives and work in countries of destination such as Malaysia and Singapore. Sixty-six migrant domestic worker leaders learned how to carry out case management, manage their organizations, and develop digital literacy to engage with the public. As a result of such trainings: (i) migrant domestic worker leaders of these organizations have developed strategy plans for outreach, organizing, capacity-building of members, and policy advocacy; (ii) PERTIMIG leaders have provided assistance to migrant domestic workers in distress (see Output 1.4); and

⁴⁶ As the activity took place outside of ATUC's reporting cycle, the results will be noted in the 2023 results framework. It is noted in the 2022 annual report for information purposes.

⁴⁷ The trade unions came from the following countries: India, Thailand, Nepal, Indonesia, Malaysia, the Maldives, Mongolia, Pakistan and the Philippines. SAF is supporting activities in Indonesia, Malaysia and the Philippines.

(iii) PERTIMIG improved its social media engagement and was featured on media platforms, including online news, podcasts and radio (see Output 3.3).

In the Philippines, SAF supported the training of the leaders of migrant worker associations and workers' networks on labour standards, fair migration and recruitment, gender responsiveness, gender/EVAW issues, and dimensions of labour migration, in addition to providing capacity-building on organizing strategies, leadership building, networking and advocacy, case management, documentation and referrals.⁴⁸

SAF has actively engaged with **employers' organizations in ASEAN** as part of its efforts to improve the working conditions of women migrant workers. The ASEAN Confederation of Employers (ACE), which has members in seven ASEAN countries, has partnered with SAF to develop a toolkit on gender equality and the elimination of violence and harassment at work. This toolkit has been adapted and translated by the Employers' Confederation of Thailand (ECOT) into the Thai language and have been used by ECOT (through its partnership with SAF) to train **35** employers in **Thailand**. By developing a better awareness of the need for workplaces to become free from discrimination and violence and harassment and to use fair and responsible employment practices, including the protection of women migrant workers, employers were able to identify good practices and strategies to address violence and harassment at work, including addressing sexual harassment in the workplace. A conference for **88** employers also promoted the wider dissemination of the ACE toolkit and encouraged Thai employers to promote gender equality and eliminate violence and harassment in the workplace.

The ECOT also collaborated with SAF to improve the housing conditions of migrant workers in the agriculture and construction sectors in Chonburi and Rayong provinces. A total of **16** employers from the construction sector and **24** from the agricultural sector were trained on the laws and regulations in **Thailand** related to workers' housing, as well as on the guidance provided in the ILO Workers Housing Recommendation, 1961 (No. 115). As per a 2022 ILO study on housing and SAF's own 2021 research on [sexual harassment in Thailand](#), the COVID-19 pandemic has shed light on the various risks that women migrant workers face in employer-provided accommodation. In addition to the risks of harassment, occupational diseases and accidents, the risks of communicable diseases (like COVID) make it essential that employers have proper guidance to provide safe and decent accommodation for women and men migrant workers. In addition to learning about good practices at the training sessions, employers could also share their challenges related to providing adequate housing arrangements to women migrant workers. Their feedback will be used by SAF and ECOT to develop specific guidance for Thai employers to address risks of violence and to ensure occupational safety in employer-provided accommodation. A field visit was subsequently carried out to visit migrant workers' accommodation in some construction and agricultural sites in the two provinces, and to learn from both employers and workers on issues of concern relating to decent and safe accommodation for women and men migrant workers.

⁴⁸ The outcomes from these trainings will be reported in the 2023 results framework.

Through its work with the World Vision Foundation in Thailand (WVFT) to support women migrant workers in the construction sector, SAF trained **43 construction subcontractors** and **8** employees of the Sansiri construction company on ethical recruitment, labour law requirements for employers, and the protection of migrant workers' rights. Sansiri is one of Thailand's largest real estate developers, and SAF has been working with the company to improve migrant workers' work and living conditions on construction sites. Subcontractors and site managers were trained on the importance of providing work contracts and salary pay slips; on working hours, overtime and living arrangements for workers; on social security provisions; on ensuring that the children of migrant workers had their birth registration documents; and on how to understand and prevent violence against women on construction sites. An MOU is planned to be signed between Sansiri and the WVFT to ensure that their subcontractors uphold ethical recruitment practices with regard to migrant workers and provide adequate labour rights protections.

In **Malaysia**, SAF had previously supported the Malaysian Employers Federation in developing company policy templates on addressing violence and harassment, including sexual harassment, in the workplace, and to create investigative guidelines for such complaints. With SAF support, these tools were utilized to train **240** employers across Malaysia on: international standards and national laws associated with violence and harassment; the use of the guidelines and policy templates; and how to develop means to address sexual harassment in the workplace, with specific attention paid to women migrant workers. At the end of the training series, 91.9 per cent of the participating employers indicated that they would apply the knowledge gained from these workshops in their workplaces; 99.5 per cent recognized that employers are required to investigate all cases of sexual harassment at the workplace; and 94.6 per cent of participants acknowledged that employers have a duty to investigate all cases even if these occur in workers' dormitories or outside work hours. There was widespread interest among the employers for future training sessions on how to conduct proper investigations on violence and harassment at the workplace.

Given the central role that **recruitment agencies** play in the recruitment and migration process for most migrant workers, SAF has been working with government partners and recruitment agencies to improve the application of fair recruitment standards. In **Indonesia**, SAF trained **41** representatives of **recruitment agencies** and overseas training centres on gender-responsive technical guidelines to implement Ministerial Decree No. 294/2020 and gender-responsive SOPs in delivering services for migrant workers. Recruiters learned about their duties under the law and how they could develop gender-responsive internal policies and codes of ethics for the implementation of the Decree.

In **the Philippines**, together with the ILO's BRIDGE project, SAF has been supporting the development of a national code of conduct for private recruitment agencies. Through knowledge building activities, **170** government agencies and private recruiters have been trained on the [ILO General Principles and Operational Guidelines for Fair Recruitment](#) (especially on the principle of no recruitment fees being charged to migrant workers), so as to ensure the adoption of these international standards into existing recruitment practices and to develop indicators for the

forthcoming code of conduct, including its monitoring and compliance processes (the knowledge products developed for these trainings have been reported under Output 3.1).

In **Viet Nam**, SAF collaborated with MOLISA to introduce **27** recruiters to the ASEAN Guideline on Gender Mainstreaming into the Labour and Employment Practices. The training built the understanding of the recruitment agencies on how to mainstream gender concerns into their business practices.

To encourage gender-sensitive, non-sensational and migrant-friendly **news reportage** and to encourage the use of non-discriminatory terminology when reporting stories about migrant workers, SAF partnered with the Asia-Pacific Institute for Broadcasting Development (AIBD) to train over **80** journalists and media personnel on ethical reporting, as well as to improve their understanding of the challenges experienced by women migrant workers in countries of destination such as **Malaysia** and the role that the media plays to either reinforce or counter negative perceptions of women migrant workers. SAF's [Media-friendly Glossary on Migration: Women Migrant Workers and Ending Violence against Women \(EVAW\) Edition](#) was used for the training. The glossary was also used in other media trainings; for example, in **Myanmar**, SAF supported social media content creators and producers to build their capacity on creating gender-sensitive social media content on women's labour migration. In **the Philippines**, SAF and ILO's Ship to Shore Rights South East Asia programme (hereafter referred to as "Ship to Shore programme") supported a training for **27** journalism teachers on labour migration reporting, using the SAF media-friendly glossary as a resource. SAF trained **14** vloggers in **Indonesia** on issues pertinent to safe women's labour migration and worked to get their support in promoting social media messaging on safe women's labour migration. SAF is also working with the Asian Institute of Journalism and Communication to develop a course on communicating about labour migration in development communication schools.⁴⁹

Noting the positive influence that youth can have in their communities, in the **Lao People's Democratic Republic**, Village Focus International (VFI), a SAF partner, has built the capacity of high school students to disseminate safe migration messaging among their peer groups, families and larger community. Through the trainings, the students developed their own understanding of gender, violence against women migrant workers, safe migration, labour rights, and anti-trafficking (reported under Output 1.4).

Building the capacity of Migrant Worker Resource Centres (MRCs) and service providers

In **Indonesia**, SAF built the capacity of 112 MRC staff and 76 representatives from civil society, workers' organizations and other service providers to:

- improve their ability to provide gender-sensitive services (including case management and counselling capacity);

⁴⁹ Updates will be shared in the next reporting period.

- build their knowledge on complaint mechanisms and referral services for women migrant workers who have experienced violence;
- support women migrant workers' organizing; and
- improve coordination and cross-sectoral collaboration among MRCs, workers' organizations, duty bearers and other service providers, including how to strengthen the role of the village authorities in implementing article 42 of Law No. 18/2017.

Through the trainings, service providers have been able to identify and address the challenges they experience in case management. After one of the trainings, service providers in East Lampung have taken steps to develop a gender-responsive service directory for migrant workers. Many MRCs have also initiated discussions on introducing village regulations for the protection of migrant workers, in accordance with Law No. 18/2017 on the Protection of Indonesia Migrant Workers, and to include women migrant workers in the tripartite plus mechanisms in their villages (see Output 1.1).

Building the capacity of the Gender-Responsive One-Roof Integrated Services (LTSA-MRCs) in Indonesia to ensure sustainability

The LTSA-MRC model is a pilot multi-stakeholder partnership between the Indonesian Government, village leaders, frontline service providers and district-level duty bearers to develop integrated and coordinated gender-responsive services for migrant workers at all stages of their migration journey, in accordance with the Law No. 18/2017 on the Protection of Indonesian Migrant Workers. The integrated LTSA-MRC model has been recognized by the UN Network on Migration as a [good practice](#), and two SAF-supported MRCs have received awards from the Government. The Ministry of Manpower has announced its intention to expand this model into the fisheries sector.

In partnership with the Ministry of Manpower, SAF convened a strategic workshop on “Lessons Learned and Sustainability of the Gender-Responsive One-Roof Integrated Services (LTSA-MRC)” in Cirebon, East Lampung, Tulungagung and Blitar districts for 51 government, trade union and women’s organization representatives, as well the staff of the LTSA-MRCs to take stock of the work of the LTSA-MRCs and to build their capacity to improve services to migrant workers, both in the present as well as in the future when SAF’s financial support will have ended.

The LTSA-MRC personnel learned how to identify future financing opportunities as well as some of the strategies that they can use for their own advocacy purposes. Working with other stakeholders, LTSA-MRCs have identified a sustainability strategy for their future work (see the section on “Sustainability” below).

“The One-Roof Integrated Service Centre (LTSA) and Gender-Responsive MRC have significantly supported the Government in providing comprehensive support services, including legal aid and reintegration, to women migrant workers and their family members. We are very thankful for the presence of the MRC. We really appreciate this multi-stakeholder partnership programme.” – Ms Trining, Deputy Head of the Manpower Office

In the **Lao People's Democratic Republic**, SAF has built the knowledge and strengthened the services of newly established MRCs in Bokeo, Bolikhamxay and Savannakhet provinces through trainings on labour rights, GBV and trafficking. A total of **10** MRC staff were trained on the provision of gender-responsive services, such as counselling, to migrants who have experienced violence or are victims of trafficking; referrals in cases of violence; legal aid; pre-departure information; and reintegration support. Trainings in practical areas of MRC work such as case documentation, reporting and budget management were also provided.

In **the Philippines**, SAF trained **37** staff from the Quezon City MRC on MRC operations and service provision, particularly on gender-responsive service delivery. In **Viet Nam**, where SAF has established new MRCs in 2022, **15** MRC coordinators from Lao Cai, Thai Binh and Nghe An provinces built their knowledge and understanding of gender equality, gender-based violence, and the labour rights and responsibilities of migrant workers, especially women, under the existing legal frameworks. They were also able to identify the key skills needed to operate an MRC. Representatives of the provincial Departments of Labour, Invalids and Social Affairs (DOLISAs) and the employment service centres from the three provinces also participated in the training and expressed their strong commitment and support to the MRCs' activities.

Operating as they are in fragile environments, many CSOs are relying on digital media to continue to reach out to their communities to provide them with information and assistance. To facilitate these efforts, SAF supported service providers to improve their own media messaging. In the **Lao People's Democratic Republic**, 6 MRC staff in Savannakhet learned how to produce their own radio programmes (from script-writing to broadcasting) to raise public awareness on safe migration and MRC services. It is also important that MRC staff learn how to look after their own well-being. SAF supported **6** shelter staff in **Malaysia** to undergo a training on self-care while providing support and assistance to others.

Building the capacity of grassroots and community-level service providers who can provide improved safe migration information and services to women migrant workers and their families is a key aspect of SAF's sustainability efforts. To this end, SAF engaged in **training of trainers** sessions to ensure that, in the long term, civil society and workers' organizations can be self-reliant and use their own technical knowledge to support women migrant workers and their own communities. SAF has partnered with the NGO Atikha to build the capacity of frontline service providers on financial literacy, who can in turn impart financial literacy trainings to women migrant

workers and their families. Financial literacy allows women migrant workers to plan ahead so they can take ownership of their financial goals, take charge of the own investments, and plan for their future, including planning for pre-departure, while in the country of destination, and for return and reintegration. In 2022, **154** staff members from 20 service providers were trained in **Cambodia, Malaysia, Indonesia, the Philippines and Singapore**. As a result of these trainings of trainers:

- 15 organizations mainstreamed the financial literacy programme in their services (pre-migration orientation seminars on migration and financial planning, and in seminars on reintegration and financial planning)
- Over 400 women migrant workers and their families have been trained in financial literacy in Cambodia and Singapore.

A similar initiative at the national level was introduced in 2022 in the **Lao People's Democratic Republic**, where through its partnership with Care International, SAF trained **19** Lao Federation of Trade Unions (LFTU) MRC staff and CSO partners on open-source data collection and community dialogue tools to foster community engagement, as well as how to conduct skills' trainings for women migrant workers and other community members on entrepreneurship, financial literacy and financial management. Through these trainings, the MRCs have been equipped with the know-how to set up Village Saving and Loans Associations (VSLAs) for both returnee women migrant workers and potential migrant workers in Savannakhet and Champasak provinces. The MRC staff can provide trainings to VSLA members on financial literacy and savings tools without relying on technical support from SAF. So far, 11 VSLAs have been established, with 303 members (reported under Output 1.4).

Training of trainers was also used to build the capacity of migrant worker unions, migrant worker associations, and community organizations to better support and give legal assistance to returning Indonesian migrant workers, primarily women domestic workers. These women migrant workers may have faced exploitation or abuse during their journey, and would require support to claim compensation from employers and brokers. The initiatives were supported along the Indonesia–Hong Kong (China) and Indonesia–Singapore migration corridors in partnership with Justice Without Borders. A total of **13** caseworkers were mentored on paralegal and case-management skills as well as networking in order to assist women migrant workers with cross-border claims. As a result of the trainings:

- The average assessment of mentees' knowledge on the topic rose from 6.1 out of 10 before the mentoring to 9.7 out of 10 by the end of mentoring period. The mentees also had their paralegal skills assessed (4.5 out of 10 before the training, and 9.3 after the programme).
- Over 800 community members learned about migrants' rights and compensation processes through more than 55 community outreach sessions.
- The caseworkers consulted on more than 48 cases involving compensation claims.

Training of trainers has taken on special significance in countries like **Myanmar** where crises have resulted in a lot of international development partners withdrawing from the country for their own safety and security (see section on “Challenges and mitigating measures” below). Consequently, communities seeking assistance can only go to local CSOs. SAF, together with other ILO migration projects in Myanmar, have built the capacity of **20** civil society partners to provide direct services to migrant workers and their families in communities of origin (see Output 1.4). Personnel from nine CSOs and five independent Myanmar consultants were trained in migration policies and departure processes for key destination countries. The training gave them an increasingly rare space to interact with other CSOs, to build their networks and to jointly identify solutions to ensure potential migrant workers and their communities can continue to access information and services for safe migration. In addition, **33** civil society partners were trained in emotional health, crisis management, and mental health. The MRC in Myawaddy also trained **15** staff from local CSOs and **29** peer educators on trafficking, safe migration pathways, departure planning, gender-based violence, and labour rights so that they, in turn, can carry out outreach activities in their communities (see Output 1.4). Furthermore, **21** peer educators were also trained to provide mental health support and assistance in the community. Because many Myanmar workers are leaving the country to work in Thailand in the construction, manufacturing and agriculture sectors, SAF and other ILO projects in Myanmar conducted training of trainers for **51** social partners in the construction, garment production, and agricultural sectors in Myanmar in order to train departing migrant workers from these sectors in occupational safety and health (OSH) practices and COVID-19 prevention and safety measures to help them protect themselves and minimize risks of injury and COVID-19 exposure in their new workplaces. In addition to facilitating the participation civil society partners, SAF also served as a trainer. Beyond learning how to communicate about OSH, the trainees also learned practical methods for training migrant workers.

In **Cambodia**, SAF, through its partnership with the Provincial Department of Labour and Vocational Training (PDLVT) in Siem Reap, trained **105** municipal, district and community leaders and frontline service providers on violence and harassment, enabling them to identify ways by which women migrant workers in their communities could be better served and their rights protected. In addition, **186** municipal, district, commune and community leaders – including government officials and NGO partners – were also trained on migration-related regulations for safe employment, ethical recruitment and gender-responsive services, and they applied their new knowledge to organized community outreach sessions on safe migration. These latter trainings were supported by the PDLVT of Kampong Thom and the MRC in Kampong Thom.

In keeping with the recommendations of the Mid-term Evaluation to build the regional dimensions of the programme, SAF supported **regional and cross-border knowledge-building sessions**:

- In **Indonesia**, **39** representatives from trade union confederations (KSBSI, KSPSI ATUC, KSPI, KSPSI), the Women’s Crisis Center, and migrant worker associations in destination countries exchanged experiences and strategies to strengthen the role of Indonesian

trade union confederations and migrant worker associations in organizing women migrant workers and delivering gender-responsive support services in countries of destinations. The training applied the SAF trade union manual [Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN](#). The participants from both countries of origin and destination developed a joint action to establish cross-border cooperation and networks to provide gender-responsive support services and to organize women migrant workers.

- Building on its research into the labour migration **experiences of migrant workers with diverse sexual orientation, gender identity and expression (SOGIE)**, SAF organized a thematic webinar on the topic, bringing **31** resource persons, experts and stakeholders from ASEAN countries together to develop better insights on the needs of migrant workers with diverse SOGIE. In discussing the challenges of ensuring that service provision for migrant workers is truly gender responsive – and not just gender binary – the participants identified certain recommendations that fed back into the final study.
- SAF organized an online knowledge-building session **on labour inspection in the context of the domestic work sector** to address the importance of labour inspection in that sector from the perspective of governments, employers' organizations and workers' organizations. The discussions with **44** participants (who came from all ten ASEAN countries) covered statistics on domestic workers in the region, the key concerns of migrant domestic workers, the mandate of labour inspectors, and the challenges that labour inspectors experience in the domestic work sector, together with an examination of good practices from different countries.
- SAF organized a multi-country dialogue on service delivery through the MRCs, via an online exchange for **58** stakeholders from governments, employers' organizations and workers' organizations, as well as CSOs and grassroots community organizations from **Cambodia, the Lao People's Democratic Republic, and Thailand** to exchange ideas and share knowledge, experiences, good practices and lessons learned in delivering services to women and men migrant workers and their families through the MRCs. During the dialogue, participants discussed opportunities and challenges in cross border cooperation, service delivery and referral, and identified areas for future collaboration.

Providing skills training to women migrant workers

New livelihood skills can increase the employment options available to women migrant workers, and potentially provide them opportunities to escape violent and exploitative working and living conditions. Certified skills improve the ability of women to access and participate equally in the labour market, giving them greater control over their own lives; details of these results are reported under Output 1.4.

SAF also supported 11 technical and vocational training institutes in **Cambodia, the Philippines, and Viet Nam** to provide certified skills trainings to women migrant workers and their families, as reported under Output 1.4.

Development of training tools

SAF developed tools to support capacity and knowledge building on labour standards and gender-sensitive labour migration policies and practice. Some of these tools have been highlighted throughout this section, and are also reported, along with other knowledge products, under Output 3.1 below.

Output 1.3

Opportunities for women migrant workers to organize at the regional, national and local level to enhance safe and fair migration and address labour exploitation and gender-based discrimination is increased.

The violence and harassment that women migrant workers experience in the world of work often results from intersecting factors related to gender inequality, migrant status and the nature of the work. The rights to organize and to bargain collectively are fundamental labour rights; for migrant workers “[o]rganizing is an entry point to strengthen voice and representation, to negotiate and improve working conditions, and to prevent and respond to violence, exploitation and discrimination.”⁵⁰ However, for women migrant workers in ASEAN, organizing can be challenging due to restrictions on freedom of association in many countries of destination in the region, and/or due to the occupational conditions of the sectors that predominately employ women (such as domestic work), where workers face obstacles in organizing. Through its partnerships with workers’ organizations and migrant associations, SAF has supported women migrant workers’ organizing efforts across the ASEAN region. For SAF, organizing includes both formal unionizing as well as informal associations or peer networks, depending on the social and legal context for trade union formation and membership for migrant workers in different countries.

In 2022, SAF continued to strengthen partnerships with and build the capacity of trade unions; workers’, migrants’, and domestic workers’ associations; and community and women’s networks. Currently, SAF partners with the ATUC and PSI at the regional level, and supports seven trade unions at the national-level⁵¹:

- Confederation for All Indonesia Trade Unions (Konfederasi Serikat Buruh Seluruh Indonesia, or KSBSI);
- Indonesian Migrant Workers Union (Serikat Buruh Migran Indonesia, or SBMI);
- Lao Federation of Trade Unions;
- Malaysian Trade Union Congress (MTUC)
- Confederation of Trade Unions of Myanmar (CTUM)⁵²
- Centre for Domestic Employees (CDE) in Singapore; and

50 ILO, [Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN](#), 2021.

51 In Singapore, SAF partners with the CDE, which is affiliated to the National Trades Union Congress (NTUC), to campaign for migrant domestic workers’ rights in the country. All the other trade union partners are engaged in running MRCs.

52 Due to the political crisis, activities with CTUM were halted to protect the personal safety of CTUM members. The CTUM partnership was revived in December 2022.

- State Enterprises Workers' Relations Confederation (SERC) in Thailand.

With SAF support, trade unions and workers' associations in **Indonesia, the Lao People's Democratic Republic, Malaysia, the Philippines, and Singapore** received opportunities to organize, support and network **3,869** women migrant workers.

And as a result of SAF's work, the following new workers' organizations were formed in 2022⁵³:

- PINAY, a transnational union for Filipino domestic and care workers in **the Philippines**;⁵⁴
- five local trade unions (under the KSBSI) and nine trade union-supported local associations for women migrant workers in **Indonesia**; and
- a local network group for returnee women migrant workers in the **Lao People's Democratic Republic**.

Supporting women migrant workers' organizing

SAF is partnering⁵⁵ with the ASEAN Trade Union Council (ATUC) to strengthen the capacity of the ATUC and its affiliates to organize and provide services to women migrant workers and to pilot the portability of trade union membership. Since SAF's programming will end in 2023, the focus of SAF's work is to utilize SAF's [Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN](#) toolkit⁵⁶ to build the capacity of women migrant workers (including migrant domestic workers) and prospective organizers on gender equality, leadership, organizing, and violence and harassment in the world of work. Entry points for ATUC affiliates to conduct outreach to women migrant workers will include awareness activities on fair recruitment, the elimination of recruitment fees and related costs, and financial literacy. Trainings to ATUC affiliates are reported under Output 1.2 above.

In 2022, SAF also entered into a partnership with Public Service International (PSI), which is one of eight global union federations partnering with the International Trade Union Confederation (ITUC), an international umbrella union representing trade unions in all ILO consultative bodies, including the International Labour Conference and the Governing Body. PSI Asia Pacific (PSI-AP) represents public sector trade unions, including in health and social services, across Asia and the Pacific. This joint partnership aims to develop a regional organizing strategy that will build the capacity of five national trade unions to organize precarious workers in the health and social care sector. The capacity-building of these trade unions is reported under Output 1.2.

SAF continued its work with IDWF to organize domestic workers in the ASEAN region. This support includes building the capacity of migrant domestic worker organizations such as AMMPO,

⁵³ Per Spotlight Indicator 3.2.4 – “Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction.”

⁵⁴ SAF had shared the setting-up of PINAY in its 2021 annual report; however, because its formal establishment was pending, it was not reported as a result of SAF's work. PINAY is included as a result in the 2022 annual report and result framework.

⁵⁵ In coordination with the ILO's TRIANGLE in ASEAN programme.

⁵⁶ The toolkit was developed in 2021, and included in the 2021 annual report. It is referenced here but it is not counted under Output 3.1 for 2022.

IPPMI and PERTIMIG to organize migrant domestic workers by building their leadership and institutional capacity to conduct activities and outreach with members. SAF's support to IDWF also includes building the capacity of migrant domestic workers in regard to knowing their rights and supporting them to organize. The capacity-building of migrant domestic worker leaders is reported under Output 1.2; the capacity-building of migrant domestic workers and the assistance provided to them is reported under Output 1.4. The establishment of migrant domestic workers' organizations such as PERTIMIG have been **recognized as a good practice** by the UN Network on Migration in 2022.

Networking women migrant workers into trade unions and workers' associations

In **Indonesia**, SAF supports the Indonesia Migrant Worker Union Village Leaders Council (DPD SBMI) to strengthen local networking among returnee migrant workers. These networks provide safe spaces for returnee women migrant workers to share their experiences and get information about post-migration services, while encouraging potential migrant workers to learn about the realities of migration, the migration process and what to expect in destination countries. The support networks are intended to enhance the protection of women migrant workers through the dissemination of relevant information, as well as provide a platform where they may be able to provide feedback to and/or engage with policymakers and service providers. SBMI led the formation of the networks and also facilitated the discussions. Through quarterly meetings at MRCs,⁵⁷ 3 local networks were established in 2022 in the villages of Margosari, Sumberagung, and Sumbegele in Cirebon and Lampung Timur districts, with **33** women migrant workers as members (53 members in total).

Through its partnership with KSBSI, SAF trained returnee women migrant workers on labour rights, leadership, organizing and trade unionism. As a result of these trainings, **374** women migrant workers set up 11 associations in their villages under SEBUMI, which is a trade union for migrant workers under KSBSI leadership. Out of these associations, **5** of them have now been registered as formal labour unions in Blitar district (SEBUMI KSBSI in Ploso, Ngaringan, Jati Tengah, Mronjo, and Sukosewu villages); **4** of the associations have received their decree letter⁵⁸ from the central leadership of KSBSI (in Betak, Mirigambar, Tunggangri, and Tulungagung villages); and the associations in Sumberdadi and Jabalsari villages are in the process of obtaining their decree letter. KSBSI will guide these groups in their activities and facilitate their discussions.

In **Indonesia's** Blitar and Tulungagung districts, **37** returnee women migrant workers joined the informal networks that had been established by the MRCs. The support networks are intended to enhance the protection of women migrant workers through the dissemination of relevant information, as well as provide a platform where they may be able to provide feedback to and/or engage with policymakers and service providers.

⁵⁷ See Output 1.4 for greater details about SAF-supported MRCs, including the MRC services provided by SBMI in Indonesia

⁵⁸ The Decree letter from the central leadership of KSBSI will formalize the association as a SEBUMI KSBSI trade union, allowing the association to register itself as a labour union with the district authorities.

In the **Lao People's Democratic Republic**, SAF worked with the Lao Federation of Trade Unions (LFTU), which operates the MRC in Bokeo, to establish a new local network group for returnee women migrant workers and their families. With **15** initial members, the group provides a space for members to freely discuss the issues they experienced in their migration journeys, as well as an opportunity for dialogue and advocacy on migrants' needs and concerns with the community, particularly with village authorities. The group has elected its leadership and meets on a quarterly basis. Additionally, **24** returnee and potential women migrant workers (of **37** total) joined existing informal peer networks in Vientiane and Savannakhet Province. Through these networks they can learn information about and access services for safe migration.

In the **Philippines**, the Talubo Tabaco OFW Federation continued to establish member associations in both Tabaco City and in surrounding villages; **975** women (of **1,492** total) were networked in 2022. In Western Visayas, the Migrants Coordinating Group networked **190** women migrant workers into their associations (**297** networked in total); while the OFW, Migrants and Families' Credit Cooperative networked **69** women migrant workers. In Quezon City, the OFW Family Circles networked **1,080** women (**1,800** total) into its membership; the family circles are organized by the MRC in Quezon City. The United Domestic Workers of the Philippines (UNITED) is a registered workers' organization (trade union) of domestic workers that is supported by SAF to strengthen the organizing of domestic workers in the Philippines and to represent domestic workers in policy dialogues with government officials. At its third congress, UNITED reported that **490** women migrant workers had joined their membership during its national congress.

SAF also continued its partnership with the International Domestic Workers' Federation (IDWF) to establish and strengthen migrant domestic workers' organizations in two key ASEAN countries of destination: Malaysia and Singapore. In **Malaysia**, SAF and the IDWF have supported the migrant domestic workers' organizations AMMPO and PERTIMIG in building their organizational and leadership capacity (see Output 1.2) and also in expanding their membership, which is crucial for the long-term sustainability and survival of these migrant domestic workers' groups. For AMMPO, following the 2021 election of its executive committee, communication and coordination efforts were strengthened. In 2022, **15** new members joined AMMPO, bringing the total membership to **385**. New organizing areas in three migrant "hotspots" (Selangor, Petaling Jaya and Shah Alam) were identified for future work. Similarly, PERTIMIG's membership also increased by **20** new members, bringing total membership to **150**. Engagement with potential and existing members has been enhanced via film screenings, field visits and English language training programmes. Such efforts have borne fruit; as of June 2022, over 65 per cent of PERTIMIG's income was from members' monthly dues and joining fees. These efforts will contribute to the sustainability of PERTIMIG over the long term. SAF also supported the registration and setting up of PERTIMIG's secretariat in Malaysia, as well as continuing to support its outreach work. In **Singapore**, the Indonesian domestic workers group IPPMI (established in 2021⁵⁹) steadily increased its membership in 2022, going from an initial 10 members to 29 members.⁶⁰

59 SAF supported the establishment of IPPMI, which was detailed in the 2021 annual report.

60 Reporting for IPPMI is still ongoing and the increase in membership will be reflected in the 2023 results framework.

Cross-border cooperation between trade unions and migrant worker associations

For migrant workers who find themselves facing adversity, obtaining timely assistance and advice in both countries of origin and destination is vital to their well-being. Unions often play a critical role in such situations, which is why the establishment of the **Pinay Care Workers Transnational Federation (PINAY)** is a very significant development. PINAY is comprised of Filipino domestic and care workers from six countries of destination⁶¹ and the Philippines. With SAF's support, the process of setting up the transnational union began at the end of 2021 by Sentro, together with LEARN, IDWF, LO-Norway and DGB-BW, with the intention that a transnational union will pass the practical and legal barriers that currently exist in many countries when it comes to organizing domestic workers. The founding congress took place in the Philippines in December 2022. PINAY's leadership reported that its membership stood at 1,100 in total, of whom **1,096** were women migrant domestic workers. This is significant for two reasons:

1. Migrant domestic workers are often a hidden group of workers who are difficult to organize on account of their employment conditions (that is, they work in the homes of private individuals, and domestic work is often not covered by formal labour protections).
2. The transnational portability of trade union membership benefits is not common, as many countries of destination do not recognize the rights of migrant workers to organize. PINAY, however, is a transnational union for migrant domestic workers that links members across both countries of destination and their country of origin (the Philippines).

As part of its effort to build cross-border coordination among trade unions and migrant workers' associations, SAF supported the IDWF and IPPMI in **Singapore** to exchange knowledge and ideas with five Indonesian migrant domestic workers' organizations on how to improve messaging on safe migration information for potential women migrant workers in Indonesia. Singapore is a popular destination for Indonesian migrant domestic workers, so the exchange between the migrant domestic workers' organizations focused specifically on identifying the relevant information that Indonesian women should know before departing to Singapore for employment in the domestic work sector.

In **Indonesia**, SAF organized cross-border exchanges for trade union confederations, migrant worker associations, and the Women's Crisis Center to learn from counterparts in Malaysia about available services for Indonesian women migrant workers in countries of destination (reported under Output 1.2). Such exchanges improve the opportunities for safe and fair migration and reduce labour exploitation of and gender-based discrimination against women migrant workers. SBMI also supported the safe repatriation of three Indonesian women migrant workers from Malaysia (2) and Taiwan, China (1), respectively, in coordination with the relevant national authorities. KSBSI also supported the return of an Indonesian woman migrant worker from Jordan. In addition, KSBSI supported a migrant worker in Hong Kong, China, in her case to seek compensation for

⁶¹ The countries of destination are Malaysia; Hong Kong (China), Macao (China), Taiwan (China); Kuwait; Jordan; Bahrain; and Qatar.

the recruitment fee that was charged to her by the agency upon her arrival in Hong Kong, China. In this case, KSBSI coordinated with a trade union in Hong Kong, China, and coordinated with the government authorities in Indonesia to enforce a fine on the Indonesian recruitment agency that had violated the BP2MI regulation on the abolishment of placement fees.

Output 1.4

Access to authoritative information and integrated support services on fair labour migration, and risks of trafficking, exploitation and abuse is improved for women and members of their families, including through the use of innovative technology.

From 2018 to end-2022, **56,865** women migrant workers (of 133,506 total migrants) and 7,584 family members of migrant workers were able to access information, trainings and support services relating to labour rights, gender, violence and harassment, labour exploitation, and trafficking in persons.⁶² The programme achieved this through partnerships with the government agencies, trade unions and CSOs that operate 28 SAF-supported MRCs⁶³ in **Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam.**

While the scope of services provided by MRCs varies across locations, depending on the capacity and specialization of the implementing partners, interventions include:⁶⁴

- disseminating information on labour rights, safe migration, issues of labour exploitation, violence against women and trafficking in persons, including through individual and group sessions, trainings and public outreach and advocacy activities in the community, and with duty-bearers;
- case management services, including counselling, legal aid, shelter and referrals to EAW and other service providers;
- conducting trainings to build the capacity of women migrant workers to be community leaders (see also Output 1.2⁶⁵);
- organizing women migrant workers and their families into trade unions, migrant associations and/or peer support networks (see Output 1.3);
- conducting skills' trainings to improve the livelihood opportunities for women migrant workers, including the provision of language lessons and supporting their enrollment into technical and vocational skills training programmes; and

62 SAF 1.4.1–3 results are per Spotlight Indicator 4.1.2. – “Number of women and girls with access to programmes developed to integrate VAWG response into SRH [sexual and reproductive health], education and migration services.”

63 Two MRCs – one in Petchaburi, Thailand, and one in Kuala Lumpur, Malaysia – completed their operations, bringing the total of SAF-supported MRCs from 30 (in mid-2022) to 28 (by end-2022).

64 Note that SAF Indicators 1.4.1–3 results are per Spotlight Indicator 4.1.2. – “Number of women and girls with access to programmes developed to integrate VAWG response into SRH, education and migration services.”

65 When women migrant workers are leaders of an organization, their training numbers are recorded under SAF Indicator 1.2.1.

- capacity-building trainings of MRC staff, frontline service providers and duty-bearers in local communities to enhance their understanding of issues related to gender equality and women's empowerment, labour migration, violence against women and trafficking in persons; to enhance their effectiveness at delivering services; and to support enabling environments for the promotion and protection of the rights of migrant workers (see Output 1.2)

The MRCs provide case management and counselling services to migrant workers. As of end-2022, a total of **6,001** women migrant workers (of 19,998 total migrants) had received such assistance from the MRCs. As per MRC records, the most commonly raised complaints from migrant workers pertained to the wage theft, contract substitution, delays in deployment, withholding of identity documents, various forms of labour exploitation, violence and harassment, forced labour and human trafficking. To address these concerns, SAF's MRC partners provided counselling, shelter and medical services; assisted in case resolution and claims compensation (through both informal mediation as well as formal administrative and legal complaints); and provided referral services to other relevant authorities and service providers.

MRCs and other service providers also built the knowledge and capacity of women migrant workers and their families on:

- migrant workers' labour and human rights, safe migration, ethical recruitment, gender equality, and organizing;
- how to identify, mitigate and report cases of labour exploitation, violence, harassment and trafficking in persons; and
- gender equality and women's empowerment.

So far **49,731** women migrant workers (of 112,981 total migrants) and **6,475** family members have benefitted from such information outreach and knowledge building.

In addition to providing women migrant workers and their families with information and services related to safe migration, SAF also partnered with TVET institutes (see Output 1.2) to provide skills certification and recognition of prior learning to women migrant workers. In 2022, **1,113** women migrant workers (of 1,388 total migrants) and 40 family members benefitted from these vocational trainings.

Support services and case management

In 2022 SAF and its MRC partners continued to address the specific needs of women migrant workers in their case management, information outreach and service provision, as well as addressed the challenges and limitations faced by duty-bearers and service providers in delivering services. MRCs organized community outreach and public advocacy events as part of their efforts to improve public understanding of safe migration procedures and processes, and to dispel negative attitudes towards women's labour migration (see also Output 3.3). Even as COVID-19-related restrictions eased and borders reopened, SAF continued to support the distribution of

personal protective equipment (PPE), service directories and IEC materials on COVID-19 safety measures in communities where migrant workers needed such support. The MRCs continued to be a trusted source of information on programmes and policies for women migrant workers. Furthermore, as part of their efforts to support women migrant workers, MRCs organized policy dialogues where women migrant workers could interact with government officials and have their voices heard. Collaborations between SAF's main implementing partners and other duty-bearers, community-based organizations, and service providers increased in order to better reach out to women migrant workers in local communities, and these collaborations included opportunities for migrant workers to develop new skills. SAF continued to build the capacity of service providers to improve gender-responsive service provision for women migrant workers and their families (see also Output 1.2).

In **Cambodia**, SAF continued to collaborate with the National Employment Agency (NEA) to operate MRCs in Siem Reap and Kampong Thom, as well as with Provincial Departments of Labour and Vocational Training (PDOLVTs) to operate MRCs in Kampong Thom and Siem Reap. The NEA operates at national level and PDOLVTs at provincial level, but they are both under the Ministry of Labour and Vocational Training.

Links between the NEA and PDOLVT MRCs are crucial to strengthening women's empowerment and access to justice. Through the NEA and PDOLVT collaborations within their respective provinces, **656** women migrant workers (of 1,069 migrant workers total) and **832** family members benefitted from MRC services in 2022.

While the NEA conducts outreach activities, organizes peer support networks and conducts trainings for women migrant workers and their families, its case management work entails referring clients to appropriate service providers. The PDOLVTs, however, are key frontline agencies that assist migrant workers and their families in resolving disputes; accessing grievance mechanisms; and pursuing claims related to labour violations, exploitation, abuse, violence and human trafficking. The PDOLVTs cooperate with the NEA to collect case information, facilitate referrals and provide follow-up support. The PDOLVTs also complement the NEA's outreach work by disseminating information on safe migration and on private recruitment agencies that are duly registered with the Government, as well as conducting coordination meetings and capacity-building trainings among relevant provincial stakeholders. In 2022, the Siem Reap Provincial Committee for Counter Trafficking developed its 2022 annual migration plan in coordination with the province's PDOLVT-run MRC. The annual plan incorporated issues of migrant workers, such as information provision through community outreach, support for women and their family members to file complaints, and prevention of gender-based violence; it has since been approved by the Siem Reap Provincial Governor.

Having been trained in radio broadcasting (see Output 1.2), the MRC run by PDOLVT Siem Reap organized a radio talk show on national radio, Nokor Phnom, to raise awareness and provide information about safe migration, gaps in access to information, and support services for women

and men migrant workers. The radio programme opened the floor to call-ins, which enabled the audience to have direct interactions with the Deputy Director of the PDOLVT in Siem Reap, who was a speaker on the programme.

SAF has also continued its partnership with the Cambodian Women's Crisis Center (CWCC) to run mobile MRCs in Phnom Penh and Kandal Province through which women migrant workers have been able to access services such as counselling, shelter, legal assistance and referrals to other front-line service providers. In addition, the CWCC has established six Community Based Protection Networks (CBPNs) that support returnee women migrant workers. These CBPNs conducted community awareness-raising activities for **44** women migrant workers (of 61 total) and 279 family members of migrant workers on safe migration and violence and harassment, and also provided case management support to **94** women migrant workers. To ensure that women migrant workers have opportunities for decent work, SAF has supported vocational skills' trainings for migrant workers on subjects such as baking, embroidery, sewing and souvenir making (subjects that women migrant workers themselves identified as being of interest to them). Through Atikha and the CWCC, **126** women migrant workers (of 150 total) built their financial literacy skills so that they can make informed financial decisions for the future.

In **Indonesia**, SAF has established MRCs through multi-stakeholder partnerships with local governments, workers' organization and women's organizations. In 2022, the programme continued to support the establishment and operations of the integrated gender-responsive MRCs with the Government One-Roof Integrated Services Centres (LTSA). Integrated gender-responsive MRCs were officially launched in Blitar and Tulungagung districts in 2022, and memoranda of understanding (MOUs) on the integration of Gender-Responsive MRCs with the Government One-Roof Integrated Services Centres (LTSA) were officially signed at the launch event of each MRC.

The establishment of the MRCs supports the expansion of LTSA functions by offering more gender-responsive and non-administrative services, which include the provision of authoritative information, case management (including referrals), legal aid, and other support services to potential, current and returnee women migrant workers and their families. MRC services will address labour migration-related concerns, as well as the particular needs of women migrant workers who experience violence, harassment and trafficking.

SAF is collaborating with:

- KSBSI to operate MRCs in Blitar and Tulungagung districts in East Java in cooperation with the Indonesia Women's Coalition (Koalisi Perempuan Indonesia, or KPI);
- SBMI to operate MRCs in Cirebon, West Java, in partnership with the Women's Crisis Center (WCC) Mawar Balqis, as well as in Lampung, East Lampung, in partnership with Women's Solidarity (Solidaritas Perempuan Sebay Lampung).

In 2022, **350** women migrant workers (of 496 total) and 25 of their family members benefitted from the MRCs run by KSBSI and KPI, and **1,049** women migrant workers (of 1,114 total) have

benefitted from the MRCs run by SBMI, WCC and Women's Solidarity. Services included case management, capacity-building for migrant workers, networking and organizing of women migrant workers, and conducting community outreach activities. Through SBMI and KSBSI's efforts, 14 new networks and unions for returnee women migrant workers have been established (see Output 1.3), through which women migrant workers can learn about leadership, unionism and organizing. Vocational trainings have also been organized for returnee women migrant workers in sewing, welding and doormat making; **49** women migrant workers (of 77 total) and 25 community members have benefited from these trainings.

Having been trained in case management and gender-responsive service provision, the MRCs play an active role in supporting Indonesian migrant workers at all stages of their migration journey. They have engaged in cross-border knowledge-building, and coordination efforts to support the repatriation of migrant workers in distress abroad. They also have convened regular advocacy and network meetings that have been attended by local duty bearers, service providers and migrant worker representatives in order to facilitate the sharing of priorities and programmes and to enhance inter-agency coordination and service referrals. The MRCs also organize public events and media outreach (including through television and radio shows) in order to raise awareness about the contributions made by women migrant workers and to improve public understanding of safe migration, VAW and TIP (see Output 3.3). The MRCs have facilitated regular community dialogue on safe migration pathways, violence against women migrant workers, and TIP, and have supported village authorities to understand their roles in implementing Law No. 18/2017 on the Protection of Indonesian Migrant Workers. MRCs have also been advocating for introducing village regulations and strengthening village-based management systems (see Output 1.1).

The LTSA-MRC in Tulungagung district received the [Indonesian Migrant Worker Award](#) from the Ministry of Manpower for providing the best integrated services for placement and protection to Indonesian migrant workers. The award was given by the Minister of Manpower, Ida Fauziyah, in conjunction with the commemoration of International Migrants Day at a ceremony held in Lombok, West Nusa Tenggara.

In the **Lao People's Democratic Republic**, SAF has continued its partnership with the Lao Federation of Trade Unions (LFTU) to operate MRCs in Savannakhet and Bokeo provinces. MRCs have also been established in Champasak in partnership with Village Focus International (VFI) and in Bolikhamxay with the MOLSW. The MRC in Bolikhamxay is supported on a cost-shared basis with the ILO's Ship to Shore programme (which is also an EU-funded initiative). MRC services in the Lao People's Democratic Republic entail the provision of counselling and case management services, as well as the conducting of outreach and awareness activities. Counselling is done both online and in-person, and in the case of the LFTU-run MRCs, assistance is also provided by a hotline service. As of the reporting period, **6,878** women migrant workers (of 9,274 total) and 138 family members have been able to avail themselves of MRC services in the Lao People's Democratic Republic.

Through the new MRC in Bolikhamxay Province, women and men migrant workers, their families and communities in Bolikhamxay and neighbouring provinces are being equipped with the knowledge and support they need to take greater control of their migration journeys and to claim the labour rights to which they are entitled. In addition, the MRC also provides support services to women migrant workers and referrals to service providers specialized in responding to cases of violence against women. The MRCs also work on building local support networks among potential and returnee women migrant workers and their families. Through the Bokeo MRC, the LFTU has established local networking groups for returnee workers and their families (see Output 1.3).

Additionally, the MRC in Bolikhamxay initiated outreach at a fishing bait factory to reduce the gaps in information about safe and regular migration among the workers, in collaboration with the Provincial Labour and Social Welfare Department and the provincial LFTU. The LFTU has similarly conducted outreach in factories where there are high numbers of potential migrant workers, as well as in vocational training institutes, and even with high school students, to share with them information about formal migration channels and processes, ethical recruitment practices, and how to mitigate risks related labour exploitation, violence and harassment at work, and trafficking in persons. Informing potential migrant workers about safe migration pathways at an early decision-making stage can support them to make informed choices at the time when they start actively preparing to work abroad. The MRC in Savannakhet also gave vocational training to 15 returnee women migrant workers in handicrafts, food processing, and agricultural skills, which has provided these women with livelihood options.

SAF partnered with Village Focus International (VFI) to deliver services in Champasak and Salavan provinces – with a focus on women migrant workers housed in VFI's shelter in Pakse and in target communities in the two provinces, as well as women migrant workers being repatriated from Thailand through the Vang Tao–Chongmek border crossing in Champasak. Twenty-seven women migrant workers have been supported so far by VFI, having not only their basic needs met, such as food, accommodation support, and health check-ups, but also building their knowledge on safe migration and developing new vocational skills (such as cooking and sewing). While staying in the shelter, they were also supported through psychosocial counselling and provided with an individual assessment to identify urgent, short-term and long-term needs, as well as referral services and information about employment opportunities. Through the awareness-raising activities conducted, over **813** women migrant workers (of 1,391 total) have been reached. The SAF–VFI collaboration also involved building the capacity of 50 youth volunteers to become peer influencers in their families, schools and communities, sharing information about safe migration, TIP, and violence and harassment in the world of work.

Paving the way for women's economic empowerment in the Lao People's Democratic Republic

SAF supported women's economic empowerment by providing returnee women migrant workers with financial planning and entrepreneurship skills so that they can develop their own financial goals and plans for the future. This has been done in partnership with Care International through the establishment of village savings and loans associations (VSLAs) for returnee women migrant workers. Through the VSLAs, members are provided financial literacy and entrepreneurship training, as well as basic business skills, with the trainings being provided by the MRCs (see Output 1.2). Returnees also receive information on how to access financial services and information on individual and family finance management. So far, **11** VSLAs have been established in Champasak and Savannakhet provinces, with **303** members. In addition to financial literacy, the associations also facilitate dialogues among VSLA members and their family members on labour migration and workplace violence and harassment.

In **Malaysia**, SAF has continued its partnership with the Malaysian Trades Union Congress (MTUC) to run MRC services in Johor. The MTUC has provided counselling and case management services to **61** women migrant workers (of 65 total) during the reporting period. Additionally, **5,723** women migrant workers (of 38,773 total) have benefited from outreach efforts on labour rights, trade union membership, collective bargaining and safe migration

A core part of the MTUC's work is the organizing of migrant workers into trade unions. In 2022, MTUC worked with a network of leaders in factories who can speak the migrant workers' languages and assist in advocacy and information dissemination activities.

SAF continues to support Persatuan Sahabat Wanita Selangor (PSWS), which focuses on strengthening Indonesian, Filipino and Cambodian migrant worker communities by: nurturing migrant leaders to organize and support communities; referring cases to appropriate service providers; and disseminating information about labour rights, gender equality, violence and harassment, and trafficking as well as on how women migrant workers can protect themselves and seek redress. Through this partnership, **214** women migrant workers have increased their knowledge about their labour rights; gender equality; access to redress and rights protection when facing labour exploitation and violence and harassment; and community leadership and community mobilization. In addition, **16** women migrant workers also received legal assistance.

SAF has also continued its partnership with Tenaganita in delivering MRC services to women migrant workers. In 2022, Tenaganita assisted **28** women migrant workers to receive case management and counselling services; legal assistance; and temporary shelter. Additionally, through outreach and training, 15 women migrant workers increased their knowledge about labour and women's rights, gender-based violence and trafficking, as well improving their understanding of their entitlements and rights under Malaysian laws and how to seek help from the authorities.

SAF and the IDWF supported PERTIMIG, a migrant domestic workers' organization (see Output 1.3), to build the capacity of **332** Indonesian and Philippine migrant domestic workers in Malaysia in regard to safe migration, organizing and freedom of association, migrant domestic workers' rights, and Malaysian laws on domestic work. This was done through movie screenings, English language classes, solidarity events, and online knowledge-building sessions on migration processes such as the updated MOUs between Malaysia and countries of origin. PERTMIG has also engaged in dialogues with Malaysian and Indonesian government officials on social security benefits for migrant domestic workers in both countries.

Migrant domestic workers provide frontline assistance to their peers in Malaysia

SAF, through its partnership with the IDWF, has long supported the capacity-building of the migrant domestic workers' organizations PERTIMIG and AMMPO in Malaysia (see Outputs 1.2 and 1.3). In 2022 training was given to PERTIMIG leaders to improve their case-management abilities in order to better support migrant domestic workers in distress. As a result of the training:

- PERTIMIG and AMMPO leaders provided assistance to **15** women migrant domestic workers and four male migrant workers (plantation workers) who were facing the following challenges: serious illness, unfair termination with unpaid salary, no day off, and documents being withheld by employers.
- From January to June 2022, AMMPO and PERTIMIG supported **11** migrant domestic workers who were victims of human trafficking with shelter, food allowances and medical treatment.
- PERTIMIG leaders responded to **6** online enquiries about migrant workers' rights in Malaysia from Indonesian migrant domestic workers and some of their family members. Most of these questions were related to how to ask for a day off, dealing with document confiscation, and salary deductions by their recruitment agency.

Through such case-handling activities, PERTIMIG demonstrated how migrant domestic workers' organizations, when empowered and capacitated, are key sources of information and support for migrant domestic workers – who can be a hard-to-reach group. Strengthening institutions such as PERTIMIG is also a sustainable solution to empowering women migrant workers, enabling them to lead the change they seek.

In **Myanmar**, as a result of the political crises, SAF has suspended its support to the government-led MRCs, that is, those led by the Ministry of Labour, Immigration and Population's Labour Exchange Offices in Aunglan, Hinthada, Loikaw and Mohnyin. For the same reasons, and despite best efforts to continue the partnership with the Confederation of Trade Unions of Myanmar

(CTUM), activities were halted in 2022 owing to the lack of security for trade union leaders and activists. Through its work with CSOs such as Samaritan's Purse and the Future Light Centre (FLC), SAF has been able to deliver MRC services in Myawaddy district and in the Bago region (the latter being cost-shared with ILO's Ship to Shore programme), and community outreach is being done through national consultants and online channels.

Through the Migrant Assistance Centre (MAC) in Myawaddy, SAF was able to provide information on safe migration pathways, migrant workers' rights, violence against women, and TIP to over **98** potential and returning women migrant workers (of 175 total), their families and the larger community. Thailand and Malaysia are the main countries of destination for migrant workers from Myanmar, so the MAC provided country-specific information on recruitment and MOU processes, safe migration channels, and migrant workers' rights in countries of destination so that potential migrant workers can plan their departure. In addition, psychosocial and case management support was provided to **67** women migrant workers (of 78 total) who had experienced exploitation, violence and abuse. With mobility being restricted for CSOs, Samaritan's Purse also trained peer educators to conduct safe migration knowledge-building and outreach in their communities (see Output 1.2). SAF had to conclude its partnership with Samaritan's Purse, however, as the NGO was exiting the country due to the deterioration in security conditions.

In the Bago region, the FLC has provided **312** potential women migrant workers (of 466 total) with knowledge and information on safe migration, which is crucial for their decision-making before migration. These women migrant workers, who are planning to work in the domestic work, fishery and seafood processing sectors, also received trainings on financial literacy, which will enable them to manage their income and expenditures throughout their migration journeys. Psychosocial counselling was also provided to **15** returnee women migrant workers (of 23 total). In addition the MRC also carried out community outreach on labour rights, migrant workers' rights, and safe migration processes, and COVID-19 safety materials (including PPE kits containing masks, sanitizers and gloves) were distributed to more than **750** potential women migrant workers (of 1,000 total).

In addition, SAF engaged consultants who provided safe migration information and case management support to migrant workers and their communities in Aung Lan, Hinthada, and Loikaw. Their collective efforts have reached **252** potential women migrant workers (of 441 total) and 55 family members. SAF has built the capacity of both the MRC staff as well as the consultants (see Output 1.2) to provide information and services, as well as to improve their networking and engagement with the community. This was done in partnership with an international media house.

Since the junta is curtailing civil society spaces, SAF's partners utilized online platforms to share information on safe migration. Together with the ILO's Ship to Shore programme, SAF has supported the "[Yaykyiyar](#)" Facebook page, which provides updated information on safe migration pathways, information about the Republic of Korea and Thailand MOU processes for Myanmar migrant workers, information about labour laws and social security benefits in countries of destination,

and knowledge about violence against women migrant workers (and how to mitigate these risks and whom to seek assistance from). The social media posts were produced and disseminated in interactive formats such as quizzes and games, which contributed to high engagement in the online community. The page has provided a virtual safe space for migrant workers to connect and engage with each other, facilitating organic conversations among the page members on work conditions in the domestic work and fisheries sectors – reported under Output 3.3.

In **the Philippines**, SAF continued its collaboration with the Provincial Government of Negros Occidental and the Tabaco City Government to operate gender-responsive MRCs that are linked to local Overseas Filipino Worker (OFW) helpdesks in order to provide services with a particular focus on women migrant workers, as well as to reach out to local communities by raising awareness on gender stereotypes and involving men and families in preventing violence against women migrant workers. In addition, the MRCs build the capacity of women migrant workers, community leaders and migrant associations to enable them to respond to issues faced by women migrant workers, assist in facilitating access to services, and actively participate in discussions on local labour migration governance.

A third MRC was established by SAF (in coordination with the ILO's BRIDGE programme) in Quezon City – it is the first MRC in the Metro Manila region. The MRC is operated by the local government in collaboration with civil society, OFW organizations and international development partners to serve OFWs and their families, and to improve migration and development. The MRC brings under one roof various migration programmes and services from Quezon City and other partners, including the OFW help desks. Case management and services to migrant workers are complemented by community outreach, reintegration support services for returning migrant workers, and capacity-building trainings for potential migrant workers.

SAF built the capacity of MRC staff to provide gender-responsive services to migrant workers. Through their work, the MRCs have been able to provide **865** women migrant workers (of 1,364 total) with case management services. In its knowledge-building sessions with migrant workers' groups, civil society and local duty-bearers, SAF has also ensured the participation of migrant workers and their families, so that they too can develop an understanding of new laws and policies that will impact their lives. Through such activities, **1,023** women migrant workers (of 1,212 migrant workers total) and their families have been reached, and **303** women migrant workers (of 360 total) developed financial literacy and savings skills through the trainings provided by Atikha.

In **Singapore**, SAF continued to support the Humanitarian Organization for Migration Economics (HOME) to provide shelter, counselling and case management services to **422** women migrant domestic workers in 2022. Common issues among migrant domestic workers include monetary compensation for unpaid salary and unlawful wage deductions, excessive work hours, no rest days, retention of identity documents, violence and harassment (including sexual and psychological violence), and poor living and working conditions. HOME addresses these issues by providing women migrant workers with legal assistance, shelter, treatment through their in-house doctor

and medical referrals, as well as coordinating with the Ministry of Manpower and the police to get the best possible case outcomes. HOME also organizes public activities to reduce the negative perceptions surrounding migrant workers in Singapore.

HOME has been able to carry out community outreach to migrant domestic workers – who can be a hard-to-reach group – through its support to develop the leadership and capacity of over 90 women migrant workers⁶⁶ who are leaders in their peer group. The trained leaders then reach out to other migrant domestic workers to provide them with information on their rights and protections under Singapore law, complaints and investigation processes, and the procedures by which they can seek help and recourse. Additionally, through the outreach efforts of IPPMI, a migrant domestic workers' organization, **126** migrant domestic workers were able to learn about their rights under Singaporean law and the importance of organizing, as well as receiving information on where to seek support (see also Output 1.3).

With the Centre for Domestic Employees (CDE), SAF has developed materials on safe migration and violence and harassment that is targeted at Singaporean employers of migrant domestic workers; 1,500 such brochures have been shared so that employers know how to behave with their employees, what migrant domestic workers' rights are, and what employer behaviours are prohibited by the law. To ensure that migrant domestic workers are able to seek support in instances of sexual harassment and violence, the CDE is also training **50** public volunteers who will form a first responders' network to identify and support victims of violence and harassment. Finally, through the Foreign Domestic Worker Association for Social Support and Training (FAST), SAF has developed over **140** women migrant workers' financial literacy and savings' skills; this is a result of trainings being given to civil society organizations by SAF and Atikha (see Output 1.2).

In **Thailand**, SAF partnered with the State Enterprises Workers' Relations Confederation (SERC) to provide MRC services in Songkhla, and with the Raks Thai Foundation (RTF) to provide MRC services in Petchaburi. In addition to providing case management and services to women migrant workers, SERC and RTF also provided COVID-19-related support (including PPE provision) to migrant worker communities in Thailand. As a trade union, SERC has also been active in advocating for migrant workers' rights in Thailand, and it organized online events to raise awareness of migrant workers' rights and conditions. Working with the provincial Department of Labour Protection and Welfare in Songkhla, SERC has built the capacity of migrant workers on safe migration, gender equality and labour rights.

SAF has also supported RTF's collaboration with the Ministry of Public Health to train migrant worker volunteers to become Migrant Volunteers on Health and Interpretation (MVHIs), who assist in disseminating COVID-19 and health-related information in their communities, conduct outreach activities, and refer cases to the RTF and relevant government agencies. MVHIs who complete the training are formally certified by the Ministry of Public Health. MVHIs essentially act as community

⁶⁶ HOME's reporting overlaps from December 2021 to June 2022. The December 2021 activities were not reported in the 2021 annual report. Activities from HOME for the second half of 2022 will be updated in the 2023 annual reporting, due to the nature of their reporting cycle.

focal points between the MRC and the community – they carried out community outreach on behalf of the Petchaburi MRC, both through home visits and by setting up information booths in the Sunday markets where they could be easily reached by interested community members.

In 2022, over 70 women migrant workers (of over 100 total⁶⁷) benefitted from SERC's case management, capacity-building and service provision; while RTF reached out to 4,129 women migrant workers (of 8,057 total) and 503 family members, including the 147 women migrant workers who were trained to become MVHIs.

SAF has also collaborated with the Peaceway Foundation/Migrant Working Group (MWG), a migrant rights' CSO, to provide specific COVID-19-related grassroots support to women migrant workers in Chiang Mai through community-based interventions to provide information and support services. In all, 891 migrant workers, 384 of whom were women, received assistance from MWG over the period 2020–22.⁶⁸

In 2022, SAF also began a new partnership with the World Vision Foundation Thailand (WVFT) that targets women migrant workers and their families living in ten construction camps and working on the construction sites of the Sansiri Public Company Limited's supply chain in Bangkok, Samut Prakan, Nonthaburi and Pathum Thani provinces. The project aims to mainstream women migrant workers' rights and child protection principles across Sansiri's business model so as to improve the working and living conditions of migrant workers in the construction sector. The construction sector in Thailand is known to be an arena in which women workers and especially women migrant workers are at risk of violence and harassment in the workplace or in employer/contractor-provided accommodations near the construction site. Furthermore, the sector has its own specific set of occupational hazards and risks. Through its work, the WVFT have built the capacity of 951 women migrant workers (of 1,461 women workers total) on safe migration, labour rights, and violence and harassment, and provided referrals for incidences of violence against women. These activities have also included trainings that the WVFT had organized to train migrant volunteers on women's rights, labour rights, domestic violence, reproductive health, family planning, sexually transmitted diseases, COVID-19 information, and occupational safety and health tips, so that they in turn can carry out peer outreach and assistance on these issues in the construction sites. SAF is also supporting the WVFT to carry out trainings for subcontractors on improving working and housing conditions and fair and ethical recruitment practices related to migrant workers (see Output 1.2).

In **Viet Nam**, SAF has been able to establish **three MRCs** in Lao Cai, Thai Binh and Nghe An provinces, through coordination and consultation with the provincial Departments of Labour, Invalids and Social Affairs (DOLISAs). These provinces experience high levels of migration movements, and in order to reduce irregular migration, which puts migrant workers at risk of exploitation and violence, the DOLISAs of each province have supported the establishment of

⁶⁷ Due to the nature of their reporting cycle, SERC's reporting for 2022 is still being completed.

⁶⁸ SAF's partnership with the MWG concluded in 2022. The MWG provided its final report, on the basis of which the results framework has been updated.

MRCs. The MRCs will improve women migrant workers' access to services, including complaints systems and counselling, and will address critical gaps in the community's knowledge about safe migration, recruitment, violence against women, and trafficking in persons.

Through the services of the MRCs, women migrant workers are now better equipped with the knowledge and support they need to take greater control of their journeys and to claim the labour rights to which they are entitled. In all, **158** women migrant workers (of 505 total) from Nghe An, Lao Cai and Thai Binh received gender-sensitive labour migration counselling through SAF-supported MRCs. The MRCs will work together with the Government to ensure that workers seeking jobs overseas can get up-to-date information and counselling before making a decision about migration.

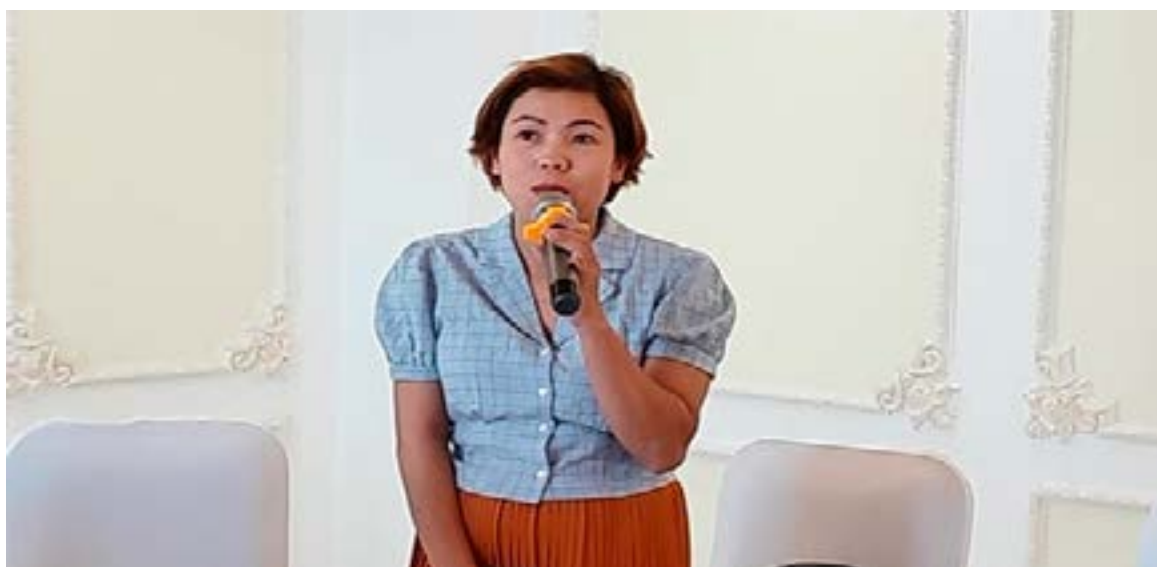
Skills development and certification

Skills development and certification supports women's economic empowerment as it enables them to access decent jobs and gives them livelihood alternatives. With higher levels of skills, women migrant workers have more negotiating power and a better market position, making them less dependent on brokers and potentially abusive employers. In 2022, **277** women migrant workers (of 281 total) benefitted from certified skills' trainings supported by SAF.

In **Cambodia**, SAF and other ILO programmes are supporting the Industrial Technical Institute, the National Polytechnic Institute of Cambodia, the National Polytechnic Institute of Angkor, and the École d'Hôtellerie et de Tourisme Paul Dubrule to provide certified skills trainings to migrant workers, including women migrant workers. The partnerships started in late 2022. Progress on the number of women migrant workers who have benefitted from these trainings will be reported in 2023.

In **the Philippines**, SAF worked with the Technical Education and Skills Development Authority (TESDA) to provide scholarships and skills training, as well as employment-preparedness and reintegration support, to **137** women OFWs, returnees and their women family members. This is the start of the #WomenOFWsCanDolt programme in Region 6 of the Philippines (Western Visayas), which is jointly supported by SAF and the ILO's Women in STEM programme, the Overseas Workers Welfare Administration, and the National Reintegration Center for OFWs. Western Visayas marks the third region – after the National Capital Region and Region 7 (Central Visayas) – where the #WomenOFWsCanDolt programme is offering regular courses. Courses on creative web design and web development were provided through the Academy Asia School of Technology and the Arts, and TESDA is the government agency authorized to issue official national certifications for technical and vocational skills. Graduates can use their national certificates as credentials for working in the Philippines or to be authorized to work as an OFW abroad. Under this collaboration, 100 women migrant workers in 2022 have graduated from TESDA courses.

In **Viet Nam**, SAF collaborated with the National Institute for Vocational Education and Training (NIVET) to organize four training courses on e-commerce entrepreneurship for women migrant workers in Lao Cai, Thanh Hoa, and Ha Tinh provinces. A total of **140** women migrant workers, including returnees and potentials, from these provinces increased their knowledge and basic understanding on e-commerce regulatory frameworks, practical tools for business management, and received guidance on how to sell local products via e-platforms such as Facebook and Zalo. Before the training, their occupations were factory work, housework and small-scale trade. After five months of practicing their e-commerce skills, the trainees were tracked to draw out lessons learned from applying their vocational knowledge and skills, and 37.6 per cent of them have become active in undertaking e-commerce activities. According to all those who were tracked, the e-commerce training has helped them to diversify their employment opportunities, enhance their income and better protect themselves online.



Trained in e-commerce, Vietnamese women migrant workers are confident with their start-ups

The COVID-19 pandemic has created devastating impacts on the global labour market, threatening millions of livelihoods. For migrant workers, especially those in informal sectors, this means living in a state of precarity. Among them is Nguyen Thi Trang, who had to return to Viet Nam after working in China as a shop assistant. In addition to losing her job, Trang's family also did not escape the physical impacts of the health crisis, as both her child and husband fell sick, leaving Trang scrambling for jobs to sustain their needs.

As outdoor activities were limited during the pandemic, the internet served as an efficient platform for businesses and consumers. Social platforms have created favourable conditions for making online transactions, from low operation costs to independence in terms of time and location. Seeing the flexibility and potential of online business, Trang pursued an online

clothing business. But due to the tough competition, the results were not as she expected. Venturing into e-commerce could be full of risks and challenges, especially for workers like Trang who were not able to get proper training beforehand.

To equip women migrant workers with the knowledge they need in navigating their start-up online businesses, SAF and NIVET initiated vocational training courses on e-commerce in 2022. For Trang, the training courses increased her knowledge and basic understanding of e-commerce regulatory frameworks and practical tools for business management. She also received guidance on how to sell local products digitally through Facebook, Zalo and other e-commerce platforms.

“After the training session, I learned how to build a profitable business and communicate with consumers more effectively, and my income has grown more stable,” shared Trang, who was just one of the 70 women who attended the training course.

Specific Objective 2

Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services.

During the reporting period, more countries in the ASEAN region adopted laws, policies and national-level SOPs that are in line with the international standards on the prevention of and response to violence against women, including women migrant workers, through technical support from SAF (see Output 2.1).

At the regional level, SAF strategically contributed to the implementation of the regional agenda on EAW, through its support for the ASEAN Regional Plan of Action on the Elimination of Violence against Women (2016–2025), followed by the [mid-term review of the Plan of Action](#) (reported in 2021). On services, SAF continued to prioritize timely, coordinated and quality responses to the emerging needs of women migrant worker survivors of violence. The safe use of technology in remote service provision continued to be one of the priorities. Frontline service providers strengthened their skills in assisting survivors of violence and survivors could receive better services from them (see Output 2.4). To achieve this, more services were connected through national and local SOPs that included referral pathways across essential service sectors (see Output 2.2). Women migrant workers and their families were also better informed about the services available through in-person and online connections, in case they experience violence at any stage of the migration journey (see Output 2.3).

Output 2.1

Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to violence against women to end impunity and improve women's access to essential services, including justice, with a focus on women migrant workers.

During the reporting period, SAF contributed towards strengthening 7 laws or policies related to violence against women. The programme also contributed to 4 national-level SOPs adopted in **Viet Nam**. One of these SOPs was launched by the Viet Nam Ministry of Foreign Affairs, and it applies to all embassies and consulates globally – giving this result a global reach.

During the reporting period, SAF provided technical inputs to the following laws/policies/strategies:

Laws and policy reform (7)

1. Gubernatorial Regulation on Integrated Services for Women and Children Victims of Violence and the Crime of Trafficking in Persons in West Java, **Indonesia** (in drafting)
2. An Act Strengthening the Policies on Anti-Trafficking in Persons, Providing Penalties for Its Violations, and Appropriating Funds (Republic Act No. 11862), **Philippines** (adopted)
3. An Act Providing for Stronger Protection against Rape and Sexual Exploitation and Abuse, Increasing the Age for Determining the Commission of Statutory Rape (Republic Act No. 11648), **Philippines** (adopted)
4. An Ordinance Creating the Local Council on Anti-Trafficking and Violence Against Women and their Children (LCAT-VAWC) in Manila City (Ordinance No. 8788), **Philippines**, (adopted)
5. An Act Establishing Overseas Filipino Workers Help Desks in the 27 Barangays of Talisay City, Negros Occidental (Ordinance No. 658, Series of 2022), **Philippines** (adopted)
6. Policy and Regulation Under the Damages for the Injured Person and Compensations and Expenses for the Accused in the Criminal Case Act B.E. 2544 (2001), **Thailand** (adopted)
7. Law on Domestic Violence Prevention and Control, **Viet Nam** (amended)

National-level SOPs (1) ⁶⁹

- **Viet Nam**

1. Standard Operating Procedures for Diplomats on Providing Coordinated Services for Survivors of Violence and Human Trafficking, Ministry of Foreign Affairs (adopted)

⁶⁹ Indicator 2.1.2 (“Number of countries with dedicated national strategies/action plans on eliminating VAW, which include women migrants”) counts the number of countries; hence different national-level SOPs from the same country (Viet Nam) count as just 1 result for Indicator 2.1.2.

2. Standard Operating Procedures for Front-Line Justice Officials on Providing Gender-Sensitive Legal Aid and Referral Support to Other Services for Survivors of Violence and Human Trafficking, Ministry of Justice (adopted)
3. Standard Operating Procedures for Front Line Public Security Officials on Providing Coordinated Support to Survivors of Violence and Human Trafficking, Ministry of Public Security (adopted)
4. Standard Operating Procedures for Viet Nam Women's Union Members to Provide Coordinated Support to Survivors of Violence (adopted)

SAF has also started contributing to the following policies (to be reported in 2023):

- Standard Operating Procedures for Referral Mechanism at the Embassies – Department of Foreign Affairs, **Philippines** (continued support since 2021)
- Thailand National Standard Operating Procedures on Violence Against Women, **Thailand** (continued support since 2021)
- Standard Operating Procedures on Providing Gender-Sensitive Mutual Legal Assistance for Civil Cases Involving Foreigners, **Viet Nam**
- Standard Operating Procedures on Gender Sensitive Investigation on Cases of Experiencing GBV and Human Trafficking, **Viet Nam**

Law and policies reform⁷⁰

During this reporting period, SAF focused on ensuring the sustainability of the achievements and progress derived from programme implementation. This resulted in the institutionalization of quality service provision through SOPs, formalization of networks of service providers, and the dissemination to the public of lessons learned using the most accessible channels/formats.

In **Indonesia**, the West Java Governor's Office is developing a regulation to provide integrated services for women and children survivors of violence against women and trafficking. The draft Gubernatorial Regulation on Integrated Services for Women and Children Victims of Violence and the Crime of Trafficking in Persons in West Java is the result of a continued advocacy effort by SAF together with its partner Yayasan SAPA. Technical input from SAF focuses on ensuring that this local-level regulation aligns with the national-level regulation, which has recently been amended.

⁷⁰ Per Spotlight Indicator 1.1.1 – “Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR [human rights] standards.” For Spotlight Indicator 1.1.1 reporting, SAF includes a total of 16 laws and policies. This includes 9 total from SAF indicator 1.1.1 (4 of which were adopted), and 5 adopted laws reported in SAF 2.1.1, as well as 2 additional laws given technical input and not yet adopted under SAF 2.1.1 work.

In **the Philippines**, survivors of trafficking in persons can now access support from the Philippines Government regardless of whether consent was given and whatever their gender, age and cultural background. The Government **amended** the Act Strengthening the Policies on Anti-Trafficking in Persons, Providing Penalties for Its Violations, and Appropriating Funds (Republic Act No. 11862) with technical support from SAF and its partner Women's Legal and Human Rights Bureau. The law adopted SAF's input highlighting migration and ensuring that programmes are gender-, age- and culturally responsive. The Declaration of Policy states that its aim is to "eliminate trafficking in persons, and mitigate pressures for involuntary migration and servitude of persons, not only to support trafficked persons but more importantly, to ensure their recovery, rehabilitation, and reintegration into the mainstream of society in a manner that is gender-, age-, and culturally responsive". Based on the technical advice from SAF, the terminology "electronic" in the law was replaced with "Information and Communications Technology (ICT)" to capture the broader concept of technology-facilitated violence against women and trafficking in persons. Furthermore, the roles of NGOs are included in the law to underscore the importance of CSOs in combatting human trafficking and protecting women migrant workers. The Act also recognizes the vulnerability of survivors of sexual exploitation, by defining sexual exploitation as referring to "any means of actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes or lewd designs, including profiting monetarily, socially, or politically from the sexual exploitation of another, regardless of whether or not consent was given". This is a newly expanded definition that aims to protect women who had to grant their consent against their will.

Further in **the Philippines**, the Act Providing for Stronger Protection against Rape and Sexual Exploitation and Abuse, Increasing the Age for Determining the Commission of Statutory Rape (Republic Act No. 11648) was **adopted**⁷¹ with technical support from SAF and its partner the Women's Legal and Human Rights Bureau. The revision of the age of consent was advised to align with the legal definition of a child in Philippines law.⁷² This is a result of strong legal advocacy by SAF to integrate the concept of consent at the centre of the definition of rape, and to raise the age of consent from 12 years to 18 years. To provide its technical input, SAF conducted research on the distinct contexts of girl children's access to justice in rape cases, the results of which were presented in various consultations and congressional meetings. The amended law provides broader legal protection for girls, including young women migrant workers and children of women migrant workers, who have experienced sexual violence.

In Manila City, **Philippines**, women migrant workers are now better represented in the decision-making process in regard to trafficking. The local government **adopted** the Act Creating the Local Council on Anti-Trafficking and Violence Against Women and their Children (LCAT-VAWC) in Manila City (Ordinance No. 8788) with technical support from SAF and its partner the Development

71 SAF provided technical support for the draft law in 2021, which was reported as a result for Indicator 2.1.1b (technical input provided to laws and policies). In 2022, the law is reported as a result for Indicator 2.1.1a (adopted or amended laws and policies), as it is newly adopted. The cumulative reporting for 2.1.1b will be adjusted accordingly.

72 An Act Establishing a Comprehensive Juvenile Justice and Welfare System, Creating the Juvenile Justice and Welfare Council Under the Department of Justice, Appropriating Funds Therefore and for other Purposes (Republic Act No. 9344).

Action for Women Network (DAWN). SAF advised having representatives from the Tourism Office, CSOs and women's organizations in the LCAT-VAWC to ensure the inclusion and representation of women migrant workers. The Act is the first of its kind to operationalize interagency bodies on violence against women and trafficking in persons through local ordinances.

In Talisay City of **the Philippines**, SAF advocated for the inclusion of provisions related to violence against women migrant workers in An Act Establishing OFW Help Desks in the 27 Barangays of Talisay City, Negros Occidental (Ordinance No. 658, Series of 2022), in collaboration with the Women's Legal and Human Rights Bureau (WLB). Through consultations, SAF and WLB shared key recommendations on: (i) an encompassing definition of VAW; (ii) essential guiding principles of the ordinance; (iii) clear, merit-based qualifications for a barangay OFW desk officer; (iv) the specific duties and functions of an OFW desk officer; and (v) sources of funding for the barangay OFW desk.

- Unexpected result: The Ordinance was finalized and adopted without incorporating the recommendations from SAF. However, further opportunities to contribute to the Implementing Rules and Regulations will still be available, and SAF will continue to advocate for the inclusion of violence against women in the Implementing Rules and Regulations.

In **Thailand**, migrant workers in an irregular situation can now receive compensation and expenses from the accused in criminal cases. The Thai Government has amended the policy and regulation under the Damages for the Injured Person and Compensation and Expenses for the Accused in Criminal Cases Act B.E. 2544 (2001), with technical support from SAF and its partner the Foundation for Labour and Employment Promotion (FLEP). Prior to the amendment, migrant workers in an irregular situation, were denied the right to receive compensation due to their "illegal" migration status. FLEP and the Bangkok Gender-based Violence Taskforce, established with support from SAF in 2021, submitted an official letter to the Ministry of Justice, based on the rape case of a woman migrant in an irregular situation. SAF submitted a policy brief to the Ministry of Justice with recommendations to protect and fulfill the rights of women migrant workers subject to violence.

In **Viet Nam**, the rights of survivors of domestic violence, including women migrant workers, will be better protected with the amended Law on Domestic Violence Prevention and Control.⁷³ The amendments strengthen the law by more closely aligning it with international standards, especially in regard to: (i) the application of rights-based and survivor-centred approaches in responses; (ii) enhanced service provision related to survivor protection and support; and (iii) better clarity in regard to the roles and responsibilities of various stakeholders involved in the prevention of and response to domestic violence. For the amendment, SAF conducted a legal gap analysis in partnership with Global Rights for Women (reported in 2021). The analysis recommended: stronger protection measures focusing on both survivor safety and offender accountability; protecting women migrant workers, including internal migrants, by ensuring access to legal representation;

⁷³ SAF provided technical support for the draft law in 2021, which was reported as a result for Indicator 2.1.1b (technical input provided to laws and policies). In 2022, the law is reported as a result for Indicator 2.1.1a (adopted or amended laws and policies), as it is newly adopted. The cumulative reporting for 2.1.1b will be adjusted accordingly.

and providing assistance with reporting violence, even if victims no longer live in the area where the violence took place. For effective advocacy, a policy brief was developed based on the legal gap analysis, which was presented to the Ministry of Culture, Sport and Communication and the Standing Committee Members of the National Assembly. CSO partners also took a key role in the advocacy process by bringing the voices of survivors of violence from the field.

Adoption of national strategies and action plans

National standard operating procedures (SOPs)⁷⁴

During the reporting period, SAF's continued support to government and inter-governmental partners led to multiple national-level SOPs to address violence against women, including women migrant workers in countries.

At the **regional** level, SAF is supporting the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) and ASEAN Committee on Women (ACW), in collaboration with the ASEAN Secretariat (ASEC) to develop ASEAN Guidelines for Developing National SOPs for a Coordinated Response to Violence against Women and Girls. The ASEAN Guidelines are being developed as part of UN Women's agreed support to implement some of the findings from the [mid-term review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women](#), which highlighted the importance of developing guidelines and national-level SOPs to raise performance standards for gender-responsive handling of violence against women cases. The ASEAN Guidelines are building on [the lessons learned from the technical support provided to SAF countries, especially on how such SOPs could be migratory inclusive](#). The ASEAN SOP Guidelines will act as a shared guiding resource among ASEAN Member States to respond to violence against women, including women migrant workers, in line with international best practices, such as the [UN Essential Services Package for Women and Girls Subject to Violence](#), highlighting the importance of survivor-centred, rights-based and intersectional services.

In **Thailand**, SAF continues to collaborate with the Ministry of Social Development and Human Security to draft multi-sectoral national SOPs. The draft SOPs are designed for multi-sectoral coordination mechanisms among Health, Police, Social and Justice actors. The SOPs, which are expected to be finalized in 2023, will be used as a guideline for all provinces in Thailand to ensure that quality coordinated service provision is offered by all sectors to all women, including women migrant workers, who have very specific needs. Service providers from a range of disciplines have been calling for SOPs in Thailand to provide agreed principles and approaches and clarity of roles and expectations among disciplines and providers.

During the reporting period, survivors of violence, including and especially women migrant workers, in **Viet Nam** were able to access better quality services from frontline workers, based

⁷⁴ Per Spotlight Indicator 4.1.9 – “Proportion of countries that have developed and/or strengthened national guidelines or protocols for essential services that specifically address the needs of women and girls facing multiple and intersecting forms of discrimination.”

on the introduction of operational guidelines on quality services. In total, **4** national-level SOPs were **adopted** by government ministries. The Ministry of Foreign Affairs (MOFA) adopted the Standard Operating Procedures for Supporting Overseas Vietnamese Women Victims of Violence, Abuse, Sexual Harassment and Trafficking in Persons, with technical support from SAF. These SOPs are a practical tool to guide foreign service officials and diplomats in Vietnamese embassies and consulates to provide strengthened protection and support for Vietnamese citizens abroad, especially women who have experienced violence or have been trafficked. The MOFA is implementing the SOPs throughout all Vietnamese embassies and consulates across the world as a guiding document for survivor-centred referral procedures between Viet Nam and countries of destination. The SOPs equip Vietnamese foreign service officials abroad with a tool to enhance the provision of survivor-centred support in cases of gender-based violence and trafficking in persons at all stages of the migration journey. Strengthening the capacities of foreign service officials in survivor-centred service provision for women migrant workers has been one of the strongest entry points for SAF. The SOPs institutionalize the trainings that have been organized for foreign service officials since 2019 by UN Women (within SAF), which have become a regular curriculum for newly appointed foreign service officials.

“Since MOFA staff and officials rotate regularly, these SOPs will support a consistent approach in supporting survivors of violence.” – A speaker from the Ministry of Foreign Affairs, at the launch event in December 2022.

In addition, the Ministry of Justice of **Viet Nam** **adopted** the Standard Operating Procedures for Front-Line Justice Officials on Providing Gender-Sensitive Legal Aid and Referral Support to Other Services for Survivors of Violence and Human Trafficking. SAF worked with the Ministry by organizing a series of consultations to provide technical support for the SOPs. The SOPs are designed for legal aid officers in all provinces and other relevant officials in relation to providing legal aid support, including referrals to other essential services for cases involving survivors of violence against women, including returnee women migrant workers. The Ministry organized trainings with legal aid officers on how to utilize the SOPs (see also Output 2.4).

The Ministry of Public Security of **Viet Nam** formalized coordinated quality service provision for survivors of violence and trafficking in persons through the **adoption** of the Standard Operating Procedures for Front Line Public Security Officials on Providing Coordinated Support to Survivors of Violence and Human Trafficking. For the development process, SAF advised the Ministry on gender-sensitive, survivor-centred and migratory-inclusive service provision and facilitated consultations with a wide range of stakeholders, including CSOs and women's organizations. The SOPs will be applied to the service provision of public security officials through trainings in 2023.

The Viet Nam Women's Union, which plays a significant role in addressing violence against women through their shelters and resources for survivors, developed and **adopted** the Standard Operating Procedures for Viet Nam Women's Union Members to Provide Coordinated Support

to Survivors of Violence. The SOPs will be applied to the members of the Viet Nam Women's Union across the country through trainings.

During the reporting period, SAF supported government partners to lead the development processes of three national-level SOPs to address violence against women, including women migrant workers, in **the Philippines** and **Thailand**. In **the Philippines**, the Department of Foreign Affairs (DFA) is developing Standard Operating Procedures for Referral Mechanisms among the Embassies. The draft SOPs are currently under review by the DFA. The SOPs are expected to be guiding documents for foreign service officials in embassies to support Filipino migrants abroad. The development of the SOPs is a result of training organized for foreign service officials by SAF in partnership with the DFA, which advocating for survivor-centred and gender-responsive protocols in response to violence against women. In **Thailand**, the Department of Women's Affairs and Family Development, under the Ministry of Social Development and Human Security, is drafting multi-disciplinary and national-level SOPs. SAF is providing technical support with suggested guidelines for the SOPs, including through the use of the [Practical Guide: Developing Standard Operating Procedures \(SOPs\) for a Coordinated Response to Violence against Women, including Women Migrant Workers](#) developed by SAF in 2021.

Output 2.2

Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral service provision that responds to the needs of migrant women workers is strengthened.

Information system strengthening

SAF supported enhancing the capacities of CSOs and service providers regarding their data collection systems. Over the reporting period, SAF supported the development of **9 information systems** and **6 referral mechanisms** at the local level. The capacity of CSOs and service providers to improve their information systems on administrative data collection was developed using: the *Practical Guide: Developing Standard Operating Procedures (SOPs) for a Coordinated Response to Violence against Women, including Women Migrant Workers*; the minimum data set; and the sample intake forms, all of which were produced in 2021.

In **Cambodia**, six specific cases of women migrant workers were identified through the strengthened administrative data collection system of SAF partner Child Helpline Cambodia (CHC) (see also Output 2.4). SAF's technical support to CHC was provided in the form of ongoing support for the organization, tailored to meet the specific cases of Cambodian women migrant workers who have experienced violence and whose cases are being managed by CHC hotline operators. The CHC staff also enhanced their understanding of administrative data through workshops organized on the topic (see Output 3.2).

In **Viet Nam**, survivors who seek support from service providers can now have greater confidence that their cases are being better managed through enhanced data collection systems. Eight organizations – Center for Studies and Applied Science in Gender, Family, Women and Adolescents (CSAGA), Centre for Women and Development, Hagar International, Nhân Ái House from Lào Cai, One Stop Support Office (OSSO), Peace House Shelter Côn Thó, Social Work centre Quang Ninh and Vie' Nam Women's Union – strengthened their information systems by adopting the [minimum set of violence against women administrative data](#), including for cases involving women migrant workers. The minimum set of data was discussed among the eight organizations through workshops on strengthening data collection and referral for survivors of violence, organized in 2021 in collaboration with the Center for Women and Development. The minimum set of data enhances consistencies in recording and reporting on violence against women cases and identifies if the survivor has experienced the violence in the context of migration, which may require further specific responses to meet the victim's needs.

- Positive unexpected result:

In **Thailand** in 2021, three local-level SOPs were developed in Bangkok, Chiang Mai and Mae Sot, which included the use of a standardized case record form to document cases of violence against women. In 2022, these three provinces created a common data collection system across the provinces to better document, monitor and track cases involving women migrant workers who have experienced violence. This allows the three provinces' referral mechanisms to cross-monitor trends of violence against women migrant workers cases to improve their service provision. The data is managed with full consideration for survivors' safety and privacy. The common data system reported 86 cases of women migrant workers accessing referral services, and overall the use of information collected through these systems is designed to inform service improvement based on survivor experiences (see also Output 2.4).

Referral mechanisms

During the reporting period, **6** local-level referral mechanisms were established through SOPs, MOUs, or informal agreements in **Cambodia, Indonesia, Myanmar and Thailand**. These established referral mechanisms formalize and systematize coordinated service provision in response to violence against women, including women migrant workers (see also Output 1.4 for labour migration-related services to women migrant workers). The referral mechanisms institutionalize the national- and local-level service directories developed by SAF in 2020⁷⁵ into formal and informal referral pathways clarifying the roles and responsibilities of the various essential service providers. The referral mechanisms have been updated since release as part of SAF actions to share and publicize current open service points that have remained accessible, even during COVID-19 restrictions.

⁷⁵ While the service directories were reported as knowledge products in SAF's 2020 annual report, the referral mechanisms were not reported in 2020.

In **Cambodia**, survivors in Basedth District could access quality services through various entry points within the Gender-based Violence Technical Working Group (GBVTWG). The GBVTWG was established in Basedth District with the Provincial Department of Women's Affairs as the leading institution for coordination, with 12 other governmental agencies and CSOs as its members. The GBVTWG adopted the local-level SOPs for Responding to Violence against Women, including Women Migrant Workers, developed with support from SAF and its partner CARE International Cambodia. The SOPs include frontline workers from social, police, justice, health and labour actors to provide coordinated services for survivors of violence, including Cambodian returnee women migrant workers. The GBVTWG is implementing the SOPs through trainings for frontline service providers across Basedth District (see also Output 2.4).

In **Indonesia**, returnee and potential women migrant workers can now better access quality services from frontline workers, coordinated through SOPs for service provision at provincial and village levels, such as the SOPs for Children, Women and Migrant Workers subject to Violence against Women and Trafficking established in Kepulauan Riau Province. Led by the Women's Affairs Department of the local government with support from SAF partner Yayasan Embun Pelangi, the multi-sectoral referral mechanisms were established to connect government and non-government service providers in health, justice, social and labour sectors. The SOPs were formalized through a Governor's Decree. Similarly, in Gingging Village in Sumenep District and Tamanagung Village in Banyuwangi District, both in East Java, SAF partner Indonesian Women Coalition (KPI) and village governments signed the MOUs for each village to join forces in preventing and responding to violence against women and trafficking in persons. Through the MOUs, women's networks in the villages and the Village Offices will share resources in providing support services and referrals for women migrant workers, with support from KPI.

In **Myanmar**, survivors of violence, victims of trafficking and returnee women migrant workers could receive better-coordinated referral services through a network of CSOs. Based on the service directory developed and agreed upon by 35 organizations, the informal network of CSOs will make referrals in cases involving violence against women (including women migrant workers) more systematic. The service directory acts as an informal referral pathway among the service providers, which was validated through a consultation organized by SAF partner Women's Organizations Network (WON).

- Unexpected result: Due to the political context in Myanmar, the participating organizations agreed to keep the referral mechanism in an informal way rather than formalizing or officializing through a local standard operating procedure. The service directory will be regularly revisited and revised by the participating organizations.

In **Thailand**, women migrant workers in Mae Sot are now able to access quality coordinated services through the cross-sectoral local referral mechanisms established during the reporting period. Mae Sot, Tak Province, is a city with a large population of migrant workers from Myanmar, as it shares a well-used border crossing with Myanmar. A total of 13 agencies in Mae Sot, ranging

from government organizations to CSOs, developed SOPs to ensure that coordinated essential services are available for women migrant workers who have experienced violence in Mae Sot. During the SOP development process, focus group discussions were organized with women migrant worker survivors of violence, who shared their challenges and real-life experiences in accessing services. This influenced service providers and made the developed SOPs more survivor-centred and gender-sensitive. During the reporting period, the Mae Sot GBV Task Force supported 67 cases of violence against women migrant workers (see also Output 2.4). The SOP development process was guided by SAF through the [guidance note](#) on how to develop SOPs.

Output 2.3

Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to provide access to information and services and prevent violence and trafficking of women throughout the migration cycle, including through the use of innovative technology.

Community-based violence and trafficking prevention activities, including Information dissemination to women migrants⁷⁶

The peer groups and community level networks with potential and returnee women migrant workers were further strengthened during the reporting period. Networks have been able to organize activities and provide information to women migrant workers and their families; 37,370 were engaged in activities to prevent violence against women and trafficking in persons. In addition, 242,224 women migrants (of 285,869 total) were reached out to by women networks and CSOs with information materials on safe migration, violence against women and services available for women migrant workers.

- Positive unexpected result: As SAF shifted engagement from face-to-face community-based activities to online engagement, the number of users of community-based and women-led networks active in preventing VAW and trafficking increased far more than expected. The previous information-sharing activities were limited in their follow-up abilities to assess whether the receivers took action after they received the information. Through online engagement, however, it has been possible to understand whether the users received the information and whether they have taken action (for example, accessing the website introduced, downloading the application, joining the group, and so on) after they were exposed to the information.

⁷⁶ SAF Indicators 2.3.2 and 2.4.1 are per Spotlight Indicator 4.2.2 – “Number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms or discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services.”

- However, as the engagement was organized online, precise sex-disaggregation of the users remains a challenge to be addressed on certain platforms, such as mobile applications or websites.

Framework: Prevention of Gender-Based Violence and Harassment Against Women Migrant Workers in South and Southeast Asia

At the regional level, SAF focused on building a comprehensive framework for the prevention of violence against women migrant workers to further guide initiatives aimed at preventing violence before it occurs. Gender-based violence and harassment against women migrant workers in South and South-East Asia have been well documented.



Prevention strategies that are more gender-transformative in nature – that is, those that tackle the underlying power inequalities and discriminatory social norms that drive inequality between men and women, and gender-based violence and harassment – are still nascent and evolving.

The comprehensive framework builds on the evidence-based global prevention framework “[RESPECT Women: Preventing Violence against Women](#)” released by the World Health Organization and UN Women. The framework articulates strategies and stakeholder actions that can accelerate the prevention of gender-based violence and harassment against women migrant workers. It captures risk factors for gender-based violence and harassment against women across the migration cycle, and articulates strategies and stakeholder actions. This document is based on, and should be read in tandem with, the background paper [Prevention of Gender-Based Violence and Harassment against Women Migrant Workers in South and Southeast Asia](#). The framework was jointly developed between the SAF and [Governance of Labour Migration in South and South-East Asia \(GOALS\)](#) programmes, involving the ILO, IOM, UN Women and UNODC in both South and South-East Asia.

In **Cambodia**, **24,161** users were engaged through the interactive voice response (IVR) system of the Child Helpline Cambodia (CHC) hotline, which received technical support from SAF. Through the IVR system, callers learned about safe migration, violence against women and services available in destination countries and in Cambodia. The IVR system was developed in 2021 with contributions from peer networks, and has been introduced to members of peer networks and community-based organizations as a tool for self-learning. The IVR system provides an alternative option for users – including those with reading difficulties and those who may not want to engage with counselors directly due to privacy concerns – to access essential information on violence

against women. With the IVR system in place, the callers can decide if they want to know more about the topics or whether they prefer to receive services by speaking with the helpline operators directly. The technical support from SAF ensured that all the information provided through the IVR system is accurate and presented in a sensitive way so as to respect any possible callers who have experienced violence, including women migrant worker survivors of violence and victims of trafficking. The IVR system, directly operated by CHC, will continue to be a platform for those who want to learn more about violence against women, safe migration and the resources available for Cambodian women migrant workers.

During the reporting period, the mobile application “**My Journey**”, developed by CHC with support from SAF and technical inputs from the UNODC, was strongly promoted among potential, current and returnee women migrant workers through various channels. In 2022, **1,862** users downloaded the application. In addition, **191** potential migrant workers in the Korean Language Training Center participated in a learning session organized on safe migration, which included an introduction to the My Journey application. Furthermore, through **61** community outreach activities organized by SAF partner Child Helpline Cambodia, **1,011** potential and returnee women migrant workers (of 1,380 total) were informed about the application.

“I am happy for an opportunity to attend the meeting. I think the App sounds very helpful for me, my friends and my relatives to have clear and accurate information. I’ll share the application with my relatives and friends.” – Female participant, Basedth Commune

“For me, it is difficult to get information because I don’t read and write. What I like about the My Journey app is it provides all the good information I need to know via voiceover. This helps me to get to know better what I need to prepare if I want to migrate.” – Woman migrant returnee, Siem Reap

The My Journey app includes a step-by-step mechanism that illustrates the stages of the labour migration process, identifying what is required at each stage by the individual migrant. The application also includes practical information on services available for women migrant worker survivors of violence, both in countries of destination and in Cambodia. The application is designed to increase the accessibility of potential, current and returnee women migrant workers to accurate information to prevent and respond to violence, especially information on their rights and the services available in destination countries. To maximize its user-friendliness, the information in the application is available as texts, videos, animations and audio for users of all literacy levels. If necessary, the user can make a direct call to Child Helpline Cambodia to have more in-depth information and counselling services. The application includes contacts and refers to the National Service Directory for Cambodian Women Migrant Workers, developed by SAF in 2020.

In addition to the online space, **three** Cambodian peer networks in Trat Province in Thailand and **six** peer networks in Basedth and Kampong Seila districts in Cambodia continue to engage with potential and returnee women migrant workers in person. During the reporting period, **60** peer leaders strengthened their community outreach skills and provided input to capacity-building

trainings for frontline service providers in collaboration with the Gender-based Violence Technical Working Group at the district level. Overall, all of the peer networks demonstrated an increase in confidence and in soft skills that are seen as an asset to sustaining the network activities and grassroots movement for “women-support-women” peer networks. According to the endline survey conducted in 2022 in conjunction with the closure of the partnership with CARE Cambodia, 87 per cent of respondents know who the peer network members were in their area as well as the roles of the peer network in sharing and educating villagers about safe migration. Further, 85 per cent of the respondents said they appreciated the peer networks because they provided clear and accurate information on what to prepare, including correct documents, before migration and on considerations of the pros and cons of mitigation risks. About 75 per cent of women migrant workers who participated in the survey were able to name all the necessary documents for safe migration. The members of the peer network groups reached **1,208** women (of 1,712 total) with information on safe migration and violence against women.

Cambodian returnee women migrant workers are learning photography skills as a means to share their views, express their opinions and capture their lives as women migrant workers. As part of initiatives organized through peer networks, and supported by SAF in partnership with CARE Cambodia, this participatory photography project built on feminist and participatory principles, focusing on enhancing the agency of participants and empowering women migrant workers through developing their skills in self-expression, reflection and critical thinking. During the reporting period, 12 returnee women migrant workers joined the photography workshops in Trapeang Krasang District in Phnom Penh and Basedth District in Kampong Speu. The participants were trained on basic concepts of photography to reflect their experiences through these visuals.

“The workshops were fun, made me feel warm, and made me pay attention to myself. This was a new skill and a new experience that I never thought I would do. I wish to have this kind of programme again, and I want to give other women the opportunity to join one like me. This could empower women to know our value better by capturing our big or small achievements for our and our family’s lives.” – Young woman returnee participant

In **Indonesia**, the capacities of **1,549** (1,128 women) village leaders, community representatives and community members were enhanced to better understand issues related to gender, violence against women and trafficking in persons. The activities were organized as part of prevention measures at the community level through trainings, seminars and workshops organized for potential, current and returnee women migrant workers, as well as their families.

Through continued partnerships with Indonesian CSOs – Perkumpulan DAMAR, Kalyanamitra, KPI, Mawar Balqis Yayasan Embun Pelangi and Yayasan SAPA – trainings and public discussions were organized with the aim of increasing community knowledge of key issues related to women migrant workers, violence against women and trafficking in persons. In some communities, through a partnership with the local government, vocational trainings on making processed foods or handicrafts were organized for community members.

Furthermore, **3,578** potential and returnee women migrant workers (of 4,403 total) were informed about their rights and opportunities in the context of labour migration by being provided with information on a range of topics including labour rights, women's rights, services available in destination countries, migration procedures and financial literacy. Information was distributed through the following local branches of Indonesian organizations:

- The Indonesian Women's Coalition (KPI) disseminated information on women's rights, migration procedures and essential services available in destination countries to **343** women (of 627 total).
- Kalyanamitra shared information on women's rights, recruitment agencies, migration procedures, essential services available in destination countries and financial literacy with **781** women (of 921 total).
- Mawar Balqis informed **1,260** women (of 1,391 total) on labour rights, migration procedures, essential services available in destination countries, women's rights and entrepreneurship.
- Perkumpulan Damar informed **317** women (of 429 total) on financial literacy, recruitment agencies, and services available for survivors of violence in destination countries.
- Yayasan SAPA shared information on women's rights, financial literacy, labour rights, recruitment agencies, migration procedures and essential services available in destination countries with **148** women (of 185 total).
- Yayasan Embun Pelangi (YEP) provided information on labour rights, recruitment agencies, migration procedures, essential services available in destination countries and financial literacy to **729** women (of 850 total).

In **Myanmar**, **650** returnee women migrant workers who lost their jobs during COVID-19 and the ongoing political situation in the country gained new skills through handicrafts training workshops organized by the Women's Organization Network (WON) with support from SAF. According to the follow-up sessions with the trained participants, two of them were able to sell the final products in local markets.

- **Unexpected result:** Due to the escalated armed situation in the target province, Myawaddy, a number of local markets and businesses were closed, which prevented the trained participants from starting businesses.

Furthermore, **296** women in Myanmar (of 296 total) engaged in awareness-raising activities organized by WON, Phan Tee Eain, Kindness Women and the Migrant Monitoring Group. Through these activities, the women received information on safe migration, violence against women migrant workers and trafficking in persons. The participants were potential migrant workers and their families from Kachin and Kayin states and the Thanintharyi Region. Dignity kits were given to the participants at the awareness-raising sessions.

In **the Philippines**, **73** potential, current and returnee women migrant workers shared their knowledge and experiences of migration, especially with a focus on the intersectionality of their identities and challenges as migrant workers and Filipino women. During the workshop, organized by SAF partner the Women's Legal and Human Rights Bureau, participants shared how various intersecting contexts of marginalization of women can inhibit their voice, choice and agency throughout the migration journey, and how they can support each other as fellow women migrant workers. From the workshop, participants were able to identify several recommendations to increase their substantive participation within their localities to address violence against women migrant workers and to create safe and fair migration opportunities for Filipino women.

Furthermore, the *Babaeng BiyaHero* campaign is engaging with online users through a website and a mobile application developed for potential, current and returnee women migrant workers and their families. The [website](#) and the [mobile application](#) promoted through the campaign engaged with **6,172** users (unknown number of women⁷⁷). Funded by SAF, the website and the mobile application have been acting as an online information hub for Filipino migrant workers by providing a comprehensive downloadable service directory, featuring the National Service Directory for Filipino Women Migrant Workers (reported in 2021).

Through SAF partner Development Action for Women Network (DAWN), 60 women gained skills in sewing, patternmaking and handloom weaving. An additional 30 women joined community dialogues with service providers and other stakeholders to provide feedback from the perspective of service recipients. Furthermore, 245 women (of 300 total) received information materials on gender-based violence, trafficking in persons and the rights of women migrant workers along with service directories through community outreach activities organized by DAWN.

Returnee women migrant workers were appointed as peer leaders for the new initiative "Women on Wheels" led by SAF's partner Batis Centre for Women. The initiative aims to increase awareness on violence against women migrant workers by engaging with community members through women migrant worker leaders. Through the initiative, 5 leaders were provided bicycles to reach out to their neighbors and communities with information packages, such as service directories. This initiative is unique as, traditionally, and especially in rural areas such as Nueva Ecija, women are not often seen riding bicycles. While the leaders are advocating for the rights of women migrant workers and raising awareness of the issue of violence against women migrant workers, the very act of riding bikes also exemplifies women's independence and right to mobility.

"With these bikes, we will be able to continue to share information and knowledge based on our experience with other women who, like us, are dreaming of a better life by working abroad. To my fellow women leaders, let's help as many women as we can – and make sure they can be safe before they leave the country." – Abegail Compuesto, Batis – AWARE Member and Nueva Ecija Community Leader

⁷⁷ Due to the nature of website visits and the application downloads, the gender of the visitors/downloaders could not be disaggregated.

“We are here to provide help to our overseas Filipino workers, especially from Nueva Ecija. The women community leaders are an inspiration to all. These bikes are awarded to our women leaders and advocates as instruments for their mission to raise awareness in the community on migration and VAW.” – Mariejun De Guzman, Munsayac, Nueva Ecija Provincial Social Welfare and Development Office

Furthermore, **47** more women were mobilized as community leaders and peer supporters through community-level activities organized by the Batis Centre. Together with the Women on Wheels Ambassadors, the community leaders reached out to 86 women (of 116 total) with information on safe migration, violence against women migrant workers and services available in countries of destination.

A total of **170** potential and returnee women migrant workers engaged with each other through face-to-face and online communities created by SAF partner Coalition Against Trafficking in Women – Asia Pacific (CATW-AP). A series of community activities were held, such as webinars, training and seminars on the rights of women migrant workers and the key concepts of violence against women migrant workers and trafficking in persons. The online group was created through Facebook for and with potential and returnee women migrants in Malia, Caloocan and Pandi in Bulacan Province. With support from SAF and CATW-AP, the group members are engaging with each other to build and strengthen networks among women migrant workers. Furthermore, 2,041 women (of 3,082 total) received information on labour rights and violence against women migrant workers.

“For me, it was really a huge help as I realized, through the training, that more of my relatives were victims of human trafficking! It helped me as I was able to explain to my child what happened to me, to my mother, my sister and other relatives. Because of the project, I was able to help my sister in Japan. Now my sister was able to leave her Japanese partner who abused her for a long time.” – A community member.

“This is great, awareness. Not only for women. As I am a salesman, I notice a lot of things every day. We need to awaken the men to the abuse around them. Everyone should be aware of violence against women migrant workers.” – Vivo salesman

In Cebu and Urdueta City, Pangasinan, **266** potential women migrant workers (of 279 total) joined activities that are designed to build and strengthen networks among women migrant workers and to connect them with service providers. Led by SAF partner the Institute for Politics and Governance, a series of dialogues among women migrants and between women migrants and service providers (including government officials) was organized at the local level. For peer women migrants, capacity-building workshops increased the participants' understanding of their rights as women migrant workers as well as Filipino women. The increased understanding led to further skills' building on advocacy, which was utilized during the advocacy meeting with the service providers and city governments. The peer networks of women migrant workers reached 376 more women (of 445 total) with information packages on women's rights and safe migration.

Supporting survivors to tell their own story: Babaeng BiyaHero Champions

The SAF campaign “**Babaeng BiyaHero**” in the Philippines has used storytelling to present positive images of women migrant workers that can serve as inspiration for potential women migrant workers in communities. In 2022, **16** Babaeng BiyaHero champions were nominated to join a workshop on “Survivors’ Storytelling and Public Speaking”, where they were provided with skills in processing their past traumas as VAW survivors, while also building their confidence in applying a feminist lens to communicate their campaign and advocacy messages, especially when engaging with policymakers and the media. The workshop was designed as a training-of-trainers so that each Babaeng BiyaHero Champion in turn will organize roll-out sessions in their respective organizations and areas to capacitate other women migrant workers and survivors in storytelling, thereby multiplying the reach and expanding awareness among women in OFW communities.

As part of their training experience the activists visited the Office of Senator Risa Hontiveros to learn more about Senate Bill No. 375, the Gender-responsive and Inclusive Pandemic Management Act, and also visited the Department of Migrant Workers. At the culmination of the workshop, a media event was organized where the *Babaeng BiyaHero* Champions could speak to the media about their experiences and share their advocacy messages. One of the articles written about the champions and their experiences can be found [here](#).

The institutionalization of survivors’ meaningful participation as contributors to policymaking and service planning is an opportunity for women’s voices and stories to be heard, reminding the public that the power to end violence against women lies in all of us.

In **Thailand**, the leaders of migrant community groups increased their understanding of violence against women, their rights and how to access essential services for women migrant workers who have experienced violence. In Chiang Mai, **34** leaders (**34** women) participated in a workshop organized by SAF partner the MAP Foundation, and in Mae Sot, **33** leaders (**28** women) joined a similar workshop organized by SAF partner the Foundation for Labour and Employment Promotion (FLEP). The trainings were designed for the leaders to develop an understanding of the basic rights of migrant workers; the services available for migrant workers, especially for those who have experienced violence; and how to make informal referrals for fellow migrant workers. In addition, **1,120** women migrants (of 1,120 total) were reached with information packages on violence against women and how to access services if they have experienced violence in Thailand, through community outreach activities organized by FLEP in partnership with the MAP Foundation and the Migrant Women Project. In Mae Sot, SAF partner Rights Beyond Border promoted their services for women migrant workers with communications and information materials delivered to **135** women (of 135 total), which resulted in 32 women accessing their services (see Output 2.4).

Current and potential women migrant workers in Thailand can also pursue self-learning on safe migration, VAW and available services through the “[Smart Domestic Workers](#)” mobile application that was developed during the reporting period. The app was developed by FLEP with support from SAF and provides content in English, Khmer, Myanmar and Thai. During its development process, the members of community networks and women-led organizations provided feedback to make the app more user-friendly and to have it better reflect the needs of potential and current women migrant workers. The app includes practical information on the services available to women migrant workers and survivors of violence in Thailand. The application is designed to increase the ability of potential, current and returnee women migrant workers to access accurate information to prevent and respond to violence, especially with respect to their rights and the services available in Thailand. During the reporting period, **372** users downloaded the app. During the launch event, **98** women (of 116 total) learned about how to download and use the application.

In **Viet Nam**, **2,194** potential, current and returnee women migrant workers created 10 networks in Lao Cai, Thanh Hoa, Nghe An and Ha Tinh, which are regions of origin for high numbers of migrant workers working overseas. This was achieved with support from SAF partners the Institute for Social Development Studies and the Viet Nam Women’s Union. The peer network groups aim to create safe spaces for migrant workers to share their own experiences. They also serve as a platform for information on safe migration, including how to avoid risks and abuse during the migration cycle. The members frequently connect with each other through Facebook or Zalo, a widespread chat app in Viet Nam, to exchange experiences and support each other. They have become more confident in sharing with others who plan to migrate abroad what they have experienced, how to reduce risks of violence that might happen throughout their migration journey, and how to access services available for women migrant workers. The online communities they created have reached 229,030 women online⁷⁸ with information on labour migration regulations, safe migration channels, various forms of violence, and services available for women migrant workers. These online networks are becoming a powerful channel to disseminate information on safe migration and increase awareness of violence against women migrant workers.

Furthermore, **3,000** women from Ho Chi Minh City, Nghe An and Thani Binh received information packages on safe migration and violence against women migrant workers together with PPE kits in response to the COVID-19 pandemic. Among the total number, 2,000 were distributed to women migrants in an irregular situation living in urban slums and temporary shelters, and 500 to returnee women migrants. The distribution of the packages was combined with community outreach activities to increase awareness related to the prevention of and response to violence against women migrant workers. The activity was led by SAF partner the Viet Nam Women’s Union using an information package developed by SAF.

78 Estimated based on the gender ratio of the total reach; 61 per cent of the total reach were women.

Output 2.4

Capacity of frontline service providers (health, social and criminal justice) to provide quality, coordinated services and collect and use data ethically to respond to the needs of women migrants experiencing violence and trafficking is enhanced.

Services provided to women migrant workers⁷⁹

Enhancing the capacities of frontline service providers across the region continued to be a priority for the programme in 2022. During the reporting period, **1,225** (739 women) frontline service providers enhanced their skills in quality coordinated services for survivors of violence, including women migrant workers. The trained frontline service providers assisted **24,079** women migrants. The interest in remote service provision through technologies such as hotlines, mobile applications and messengers continued to be one of the areas to build capacities among service providers.

Because the need to use technology in service provision for survivors of violence increased as a result of the COVID-19 pandemic, service providers who were not using such channels prior to the pandemic expressed an interest in SAF helping them develop their understanding of how such technology could be used in a safe way that protects the privacy and safety of survivors who remotely access such services, including women migrant workers. Furthermore, service providers who are reaching out to survivors of violence through online channels expressed an interest in SAF helping them increase their online visibility to reach a wider audience. Hence, in 2022, SAF organized a workshop series to enhance online engagement and CSOs' online visibility by crafting more attractive and informative messages targeting women migrant workers, including survivors of violence. Prior to the webinars, SAF in partnership with Quilt.ai conducted an in-depth analysis of current social media outreach trends among SAF partner organizations to understand what kind of posts earn more reactions, which means reaching a wider audience. Based on the analysis, two webinars were organized for 69 service providers (68 women) to walk them through the results from the analysis with practical tips for future online engagement. The recommendations have been consolidated into an information sheet: "[Tips to Better Reach Social Media Users, including Survivors of Violence](#)" (see also Output 3.1).

"Tips to Better Reach Social Media Users, including Survivors of Violence" (reported under Output 3.1)

SAF, in partnership with Quilt.ai, developed this tipsheet for CSOs and service providers who use social media channels. The tipsheet was designed following research on how service providers engage with their target audiences online, which identified high- and low-engagement

⁷⁹ SAF Indicators 2.3.2 and 2.4.1 are per Spotlight Indicator 4.2.2 – "Number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms of discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services."

practices among service providing organizations. The tipsheet targets organizations that are reaching out to women survivors of violence, including women migrant workers, and includes practical sets of DOs and DON'Ts for social media posts, with things to consider for the images and hashtags that often go with text blurbs. The tipsheet is designed to be practical so that CSOs can apply the suggested tips to their online campaigns to enhance online engagement with the public and with survivors, and promote online visibility on ending violence against women.



At the **regional** level, ASEAN Member States, women migrant workers' representatives, labour migration actors and private sector partners increased their knowledge about violence against women migrant workers and built skills on how the key components of quality services can be integrated into the second phase of the ASEAN Regional Campaign on Ending Gender-based Workplace Exploitation. The workshop to design the new phase was organized on 4–5 July in Bangkok, with 91 participants attending. The participants brainstormed campaign messages aimed at advocating for an end to gender-based exploitation in the workplace, with a special focus on women migrant workers. The participants agreed to create action-oriented messages and provide private sector actors with campaign resources to design sexual harassment policies and organize trainings on addressing sexual harassment in the workplace. A campaign strategy is being developed from the discussions of the two-day workshop, and is to be launched in 2023. The workshop was organized by the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) with support from the ASEAN Secretariat, Dell Technologies, the Asia Foundation, and SAF. Support for the campaign is drawn from the recommendations of the mid-term review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women (2016–2025), which was conducted by the ACWC and the ASEAN Committee on Women (ACW) in collaboration with UN Women. SAF also supported a woman migrant worker in sharing her experiences during the evening talk session.

In **Cambodia**, 51 (30 women) members of the Technical Working Group on Gender-based Violence (TWG-GBV) in Basedth District and service providers received training to enhance their understanding of and skills on SOPs for responding to violence against women migrant workers. The trainings were organized to implement the local SOPs developed by the TWG-GBV with support from SAF (see also Output 2.2) in partnership with CARE International Cambodia. The

trainings focused on the basic standards in quality service provision for survivors of violence with a specific focus on women migrant workers, as well as the intersectionality of violence against women and violence against women migrant workers. The participants walked through the details of the local SOPs and what they could entail in their day-to-day service provision.

Furthermore, during the reporting period, **6** women migrants received referral services through SAF partner Child Helpline Cambodia (CHC). Those cases were identified as involving women migrant workers as a result of the CHC's information system being strengthened with technical support from SAF (see also Output 2.2).

The Cambodian Ministry of Foreign Affairs (MOFA) strengthened the capacities of **25** (13 women) diplomats and foreign service officials on how to deliver quality coordinated service for survivors of violence, including women migrant workers, through a two-day training organized by the Ministry. The training was technically supported by SAF and the Ministry of Women's Affairs. The participants from key sectors, including foreign affairs, labour attaché and women's affairs, identified the common issues faced by women migrant workers while they are abroad and the roles and responsibilities of Cambodian foreign service officers to protect its citizens. The training also focused on gender-sensitive and survivor-centred communication skills and referrals for survivors of violence. After the training, the participants from different sectors acknowledged the importance of multi-sectoral approaches in responding to violence against women, including women migrant workers, and their roles in supporting their citizens abroad who have faced violence.

Through the hotline of the Ministry of Women's Affairs (MOWA) of **Cambodia**, **144** cases received psychosocial support, of whom 4 were identified as women migrant workers. Currently, SAF is supporting the MOWA to enhance their administrative data system through the introduction of minimum administrative data sets for cases related to violence against women migrant workers.⁸⁰ The vast majority of women survivors of violence prefer to avoid revealing details of their experiences because they are ashamed or due to fear of reprisals, hence it is important that service providers are sensitive to the needs and concerns of women migrant workers who face violence.

Strengthening anti-trafficking efforts in Cambodia

In Cambodia, the UNODC organized a National Forum on combatting trafficking online in Phnom Penh, as a part of SAF in order to strengthen efforts to prevent human trafficking and to raise awareness on how traffickers are using communication technologies to recruit women and youth made vulnerable by the pandemic. Opened by Secretary of State at the Ministry of Interior and Permanent Vice-Chair of the National Committee for Counter Trafficking in Persons, the meeting brought together over 50 participants, including youth, women migrant workers, civil society, human trafficking experts, tech companies, media and allies to raise awareness of how social media and other forms of online recruitment are being used by

⁸⁰ Not reported during this reporting period, as this is still ongoing support.

traffickers to exploit people who had been placed at risk because of the pandemic. The event also explored combatting human trafficking online and ways to make the online environment safer for Cambodian women and youth within the context of post-pandemic cross-border labour migration. Cambodian migrant workers shared their experiences of working abroad during the pandemic and the daily hardships of providing for their family; while young people discussed their hopes and plans for the future. The forum included a movie premiere to screen films created as part of participatory media projects featuring Cambodian migrant women, women workers, and youth (also contributes to Outputs 2.2 and 2.3).

“Attending the forum was invaluable for Spean Chivit [a youth centre] and youth participants. It pushed them far out of their comfort zones and into a realm of new ideas as they learned about the issues and vulnerabilities their fellow Cambodians are exposed to. It opened their eyes to a world beyond their small town; it gave them new perspectives, understanding and skills through the filmmaking project and was a boost to self-esteem and confidence to contribute to panel discussions among such esteemed experts.” – Sam Walker, Spean Chivit Youth Resource Centre, forum participant

In **Indonesia**, various workshops were organized for frontline service providers – ranging from government officials to CSOs – to improve their understanding of and to facilitate the implementation of local SOPs developed with support from SAF (see also Output 2.2). Led by SAF partners P2TP2A, Mawar Balqis and YEP, **92** service providers (59 women) built their understanding of the key elements of the SOPs and their roles and responsibilities in the implementation of the SOPs as frontline workers. The discussions during the workshop also fed into the ongoing SOPs rollouts at the local level to reflect voices from the field.

In Indonesia, tailored trainings for justice actors were organized to enhance legal service provision to and justice systems for survivors of violence, including women migrant workers. In Cirebon District, **18** paralegal case workers (14 women) increased their understanding of case management for cases involving violence against women and trafficking in persons. The three-day training, organized by SAF partner Mawar Balqis, aimed to build the capacities of community case workers to provide quality support to survivors of violence and trafficking, including women migrant workers. The participants delved deeper into discussions on the legal frameworks on violence against women and trafficking in persons, as well as the protection measures for survivors from a legal perspective.

In addition, **69** justice actors (34 women) gathered at a training organized by SAF partner Komnas Perempuan to identify challenges that survivors of violence against women and trafficking in persons face when they attempt to access essential services, especially legal services. The participants, both government and CSO representatives, shared experiences and knowledge from different perspectives, which contributed to the development and formalization of the local referral mechanism in Kepulauan Riau Province and its local SOPs (see also Output 2.2).

Furthermore, **18** frontline workers (11 women) from government and NGOs in West Nusa Tenggara Province learned about the intersectionality of migration, gender and living with HIV/AIDS through their participation in a pilot training organized by Komnas Perempuan. The training focused on gender and human rights perspectives for women who are living with or affected by HIV/AIDS in the context of migration, and covered key concepts of gender, migration, violence against women and HIV/AIDS, with a specific focus on challenges related to accessing services.

In Bandung District, **60** frontline workers (40 women) from health, justice and social sector organizations increased their understanding of violence against women (including women migrant workers) and of the services that should be in place for survivors of violence. The workshop also consolidated common challenges and promising practices from each sector in regard to providing quality services for women migrant workers, which fed into the development of the Local Action Plan on the Prevention and Response of Violence against Women and Children in Bandung District.

During the reporting period, **463** women migrant workers (of 542 total) – including returnees – received services from frontline workers who had enhanced their skills through SAF trainings organized since 2018. The most common services accessed by women were psychosocial support (186 women; 214 total), followed by justice (106 women; 117 total), police (98 women; 122 total), and health (65 women; 80 total). In addition, 5 of the women had accessed embassies, and four were assisted by partners such as BP2MI through referrals. Cases were referred to relevant service providers per the local SOPs and the MOU developed (see also Output 2.2).

In the **Lao People's Democratic Republic**, **141** frontline workers from the Lao People's Democratic Republic, Cambodia and the Republic of Korea shared promising practices on quality service provision for survivors of violence against women, including women migrant workers. SAF collaborated with the UNDP and UNFPA in the Lao People's Democratic Republic to organize the International Conference on Preventing and Responding to Violence against Women in ASEAN. The conference was designed strategically to accelerate the implementation of the Second Five-Year National Plan on Preventing and Eliminating Violence against Women (2021–2025), which was adopted with technical input from SAF (among others) in 2021. The conference allowed knowledge exchange and learning among ASEAN Member States on practices and tools to prevent and respond to VAW, especially on providing quality coordinated services for survivors of violence through national SOPs. SAF facilitated the engagement of speakers from ASEAN, including ACWC Thailand Representative to share key findings of the mid-term review of the ASEAN Regional Plan of Action to End VAW. SAF also shared "[A Practical Guide: Developing Standard Operating Procedures \(SOPs\) for a Coordinated Response to Violence against Women, including women migrant workers](#)" and lessons learned from the national SOPs development process in Thailand during the conference.

In **Malaysia**, a training session organized by the Women's Aid Organization (WAO) allowed representatives of **51** (27 women) private sector companies to enhance their knowledge on how to address sexual harassment across the supply chain. The private sector employers were identified

as strategic partners and as duty bearers who can work towards prevention of violence and who can provide direct support to women migrant workers who have experienced violence in the workplace. The pilot training was implemented by using the training toolkit “Addressing Sexual Harassment in the World of Work” (reported in 2021) that was developed by SAF in collaboration with UN Women’s EU-funded WeEmpowerAsia programme and Business for Social Responsibility (BSR). The training looked at how employers can properly address the issue of sexual harassment in the workplace across the supply chain and the importance of creating a supportive environment for survivors. The training focused on busting myths about sexual harassment in the workplace, such as victim-blaming, individualizing the cases and doubting whistle-blowers. The training showed how crucial it is that more trainings on sexual harassment in the workplace be carried out for other companies, as many individuals still firmly hold harmful attitudes towards this topic and perpetuate these beliefs. The participants expressed an increase in their knowledge on the issue, and expressed interest in organizing similar trainings for their employees in the future.

Furthermore, during the reporting period, the WAO assisted **927 women migrants**⁸¹ in Malaysia (of 3,891 total, including Malaysian nationals and refugee women) through its helpline and WhatsApp. During the reporting period, women migrants in Malaysia who are not fluent in Malay were able to access the hotline without language barriers, as WAO hired full-time interpreters in Bahasa Indonesia, Tagalog and Vietnamese with support from SAF. The interpreters were previously trained by the WAO.

In **Myanmar**, one-off cash assistance (150,000 kyat, approximately US\$90) was provided to **119** of the most vulnerable women migrant workers who had been affected by COVID-19 in the Tanintharyi Region and conflict-affected areas in Kachin State as a prevention measure for violence against women. This represented continued support from SAF to assist women to invest in income-generating activities, thereby reducing their vulnerability to traffickers or unscrupulous brokers. According to the follow-up activities organized by CSO partners, the majority had utilized the cash for livelihood activities, businesses, or self-development activities that can help them for possible migration in the future, such as language courses. The cash assistance was organized by SAF partner the Women’s Organizations Network (WON).

Furthermore, **50 women** (of 53 total) in **Myanmar** received group counselling sessions organized by WON. The sessions provided first-aid emotional and psychological support to the participants and provided a safe space for them to share their concerns and challenges. Most of the participants were returnee women migrant workers who had repatriated to Myanmar due to COVID-19 and the country’s current political situation. After the session, the participants expressed appreciation for the programme and that they felt reassured to receive much-needed information and support for their plan to migrate safely.

81 WAO does not disaggregate between the categories of migrants that it supports, and in Malaysia, categorization of migrant workers is broad, hence the word “migrants” is used here to reflect this reality.

During the reporting period, 1 Myanmar returnee woman migrant worker and her child accessed legal aid services for survivors with direct support from SAF and WON. The case was referred to a legal aid organization in Tanintharyi Region for pro-bono legal aid service to represent the survivor during the court process in Dawei township. SAF provided cash assistance of 300,000 kyat (US\$163) to the mother, who could not afford the travel costs to attend the court procedures.

At both the national and local levels in **the Philippines**, **101** (96 women) frontline service providers from local government agencies, workers' associations and CSOs strengthened their skills in quality coordinated services for survivors of violence, including women migrant workers. At the national level, tailored technical training built the capacities of police officers on survivor-centred protocols and referral pathways. The training was organized in partnership with the Philippine Commission on Women and the Philippine National Police (PNP). The local-level trainings were organized in Cebu, Urduja City. The trainings focused on strengthening the service delivery and coordination skills of frontline workers at the local level to respond to violence against women migrant workers through multi-sectoral coordination. After the training, PNP in Quezon City, Zamboanga and General Santos City supported **38** returnee women migrant workers (of 40 total) to report violence and trafficking-in-persons cases.

Between July to December 2021,⁸² **22,258** women migrants (of 34,481 total), including survivors of violence, were supported by Philippines embassies and consulates in the ASEAN, Middle East and North Africa regions. The migrants received referral services to legal, health, police and other essential services for survivors of violence or received direct services from the embassies on safe migration procedures. The Department of Foreign Affairs (DFA) of the Philippines recorded these cases as part of administrative data they collect on their support for Filipino migrants, especially for those who have experienced violence while abroad. With technical support from SAF and the UN Women Philippines Office, foreign service officials who provide services – including crisis support to OFWs – have a better capacity in responding to reports of violence against women. This includes providing of survivor-centred and gender-sensitive responses when meeting migrants facing crisis situations, and collecting administrative data on violence against women. SAF provided capacity support and ongoing technical support (reported in 2021) to build capacities for collecting, analysing and using administrative data on violence against women, including women migrant workers, with the purpose of understanding the needs of migrant women experiencing violence and tailoring services to their needs. This in-depth training resulted in an enhanced interest in strengthening the data system of the Department of Foreign Affairs, which resulted in strengthened administrative data collection regarding cases of violence against women.

Furthermore, **54** returnee and current women migrant workers (of 73 total) received the referral and psychosocial support services from SAF partner the Women's Legal and Human Rights Bureau (WLB). Together with these services, the WLB also provided information on safe migration,

82 The result was shared with SAF in 2022.

benefits for women migrant workers, and the services available in countries of destination (see also Output 2.3).

Two Champions of the SAF's *Babaeng BiyaHero* campaign supported 23 women migrant workers through the OFW Negros Occidental Federation and Mindanao Migrant Center for Empowerment and Advocacy. These women migrant workers received legal, health, social and referral services related to violence against women migrant workers.

In Talisay City and Marikina City, 60 (57 women) frontline violence against women workers of the Overseas Filipino Workers (OFW) centres built their skills, knowledge and capacities on survivor-centred protocols and referral pathways.

In **Thailand**, 49 frontline workers and community-based organizations (46 women) in Bangkok and Chiang Mai have enhanced their skills in responding to violence against women through trainings organized by three SAF CSO partners – FLEP, the MAP Foundation and the Migrant Women Project – with support from SAF. The trainings aimed to increase the quality of coordinated services for survivors of violence, including women migrant workers. The trainings were organized as continued technical support to implement the local SOPs, developed with support from SAF (reported in 2021). As most of the participants are members of task forces established to develop local SOPs, the participants could strengthen their coordination mechanisms by exchanging experiences on responding to violence against women. In particular, the referral mechanisms established in Bangkok, Chiang Mai and Mae Sot reported that 104 total cases of violence against women migrant workers were referred through the two Gender-based Violence Task Forces in Bangkok and Chiang Mai. In Mae Sot, 32 women migrant workers who were subjected to violence were assisted with psychosocial counselling and referral services from SAF partner Rights Beyond Border (RBB) through the psychosocial hotline established in 2021. The hotline is jointly operated by RBB and Mae Sot Hospital, based on the protocol formally agreed upon between the two (reported in 2021).

In Bangkok and Chiang Mai, a series of trainings targeting police strengthened the service provision skills of 63 officers (4 women). The trainings covered the key elements of violence against women, including myths and misconceptions about violence against women, and the importance of coordinated quality services. The trainings were organized by the Association for the Promotion of the Status of Women in Bangkok and the MAP Foundation in Chiang Mai with support from SAF. Through the training, the participants revisited the possible stereotyping of survivors and how such stereotyping could affect the quality of services and the principle of survivor-centred police services.

In Mae Sot, 31 community leaders (2 women) increased their knowledge of gender-based violence and how they could provide informal support to survivors of violence through a training organized by SAF partner the Migrant Women Project. The training focused on the basic principles of survivor-centred and migratory-inclusive support they could provide to survivors of violence as

community leaders. The participants learned about the services available for women migrant workers in Mae Sot.

In **Viet Nam**, **90** key members of the Committee for Advancement of Women at the provincial and district levels from Thanh Hoa, Nghe An and Lao Cia increased their knowledge of laws, policies and services related to women migrant workers. These members play a critical role in law and policy formulation and implementation in Viet Nam. The training focused on current legal frameworks and services available to support women migrant workers, including those who have experienced violence during their migration journey. As important policy advocates at the provincial level, the training workshops served as a catalyst for the members to explore areas for enhancing coordination among service providers as well as addressing gaps in services for women migrant workers in their provinces. The training was organized in partnership with the Viet Nam Women's Union.

In addition, **146** legal aid officers from ministries, legal aid centers, lawyer associations and people's courts were trained to implement the Standard Operating Procedures for Front-Line Justice Officials on Providing Gender-Sensitive Legal Aid and Referral Support to Other Services for Survivors of Violence and Human Trafficking, developed by Viet Nam's Ministry of Justice with support from SAF (see also Output 2.1). The training focused on providing gender-sensitive legal aid and referral support for survivors of violence against women and trafficking in persons. The participants learned about the key elements of gender-based violence and their roles in supporting survivors of violence, and practiced the key skills needed to provide gender-sensitive legal aid for survivors. Three trainings were organized in Can Tho, Da Nang and Quang Ninh.

Joint task forces⁸³

In **Thailand**, one joint task force was established in Mae Sot, with a total of 13 member organizations. The primary purposes of the joint task force are to develop local-level SOPs and to establish local referral mechanisms (see also Output 2.2). During the reporting period, 67 cases of violence against women migrant workers were referred through the referral mechanisms established. The Mae Sot Gender-based Violence Taskforce collaborates with other two local Gender-based Violence Taskforces established in Bangkok and Chiang Mai (reported in 2021) for cross-regional referrals and standardized administrative data collection on cases concerning violence against women migrant workers.

⁸³ Per Spotlight Outcome Indicator 2.1 – “Proportion of countries that have functioning national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups.” SAF reporting includes coordination and oversight mechanisms housed in government ministries.

Specific Objective 3

Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved.

SAF continued its efforts to support initiatives aimed at changing negative public attitudes and stereotypical narratives concerning women migrant workers, including by supporting outreach campaigns to share the positive contributions of women migrant workers. Outreach campaigns were both general as well as specific to certain sectors of labour migrants. Initiatives to strengthen data collection also continued, noting that the challenges to robust data collection included both capacity issues as well as the political will for collection, better coordination and sharing of data. SAF undertook initiatives that strengthened partnerships with government agencies, trade unions, employers' organizations and civil society stakeholders to further knowledge-building and awareness-raising on the conditions of women's labour migration in ASEAN (Outputs 3.1 and 3.3). It also made steady progress in the collection of sex-disaggregated statistics on labour migration and data on VAW (Output 3.2).

During the reporting period, the programme supported over **160** government agencies, trade unions, workers' associations, and CSOs throughout the region with both technical and financial support towards their work in protecting the rights of women migrant workers and addressing violence against women migrant workers. Annex F provides a list of all the organizations supported by SAF (specific objective indicator 3.2). All of these organizations are working alongside the SAF in contributing towards programme outcomes. References to their involvement in the implementation of interventions can be found throughout this report. See also Annex C, which lists the CSOs that have been financially supported by SAF since 2018.

Output 3.1

Research, data and good practices on safe and fair labour migration for women, and violence that migrant women experience are developed, shared and used to inform policy and programme development.

Quality of women migrant workers' participation in international events

The active participation and contribution of women migrant workers in regional and international forums on gender, EVAW and labour migration issues is essential to amplifying their voices and ensuring women migrant workers' influence in decision-making processes. As the key target group of programming, SAF continued to support women migrant workers to actively participate in regional and international events, such as the ASEAN Regional Campaign on Ending Gender-based Workplace Exploitation, where SAF facilitated the participation of a woman migrant worker to share her experience as a woman migrant worker in Thailand, thereby contributing to the design process of the ASEAN campaign. With the IDWF, SAF has supported the participation of

migrant domestic workers in cross-border exchanges with government officials and other civil society organizations (reported under Output 1.4) and to share their knowledge, experiences and concerns with policymakers, duty bearers, service providers and other migrant worker leaders.

Following their participation in these events, some of these participants shared their knowledge and experience with others. Below are summaries of blog/vlog posts by women migrant workers concerning their participation in regional events:

- **Data on migrant workers in Taiwan, China**

Anita Anggraini is an Indonesian migrant domestic worker in Taiwan, China. She participated in a cross-border workshop on safe and fair migration. After her participation, she produced vlogs to share information about the situation of Indonesian women migrant workers in Taiwan, China, as well as about their labour rights and protection and the social, economic and health services available to migrant workers in Taiwan, China, during the COVID-19 pandemic. As of the date of writing, over 3,000 YouTube users have viewed the video, which is available at: <https://www.youtube.com/watch?v=ULY3wXD1hqA>.

- **Empowering migrant women: Safety, fairness and rights for migrant workers**

Ms Yadanar is a woman migrant worker from Myanmar. She works in Thailand, where she is also a migrant volunteer in her community, supporting her peers with translation during outreach activities. She participated in the ASEAN Regional Workshop on the Development of the ASEAN Campaign on Ending Gender-Based Workplace Exploitation, Phase 2, during which she drew on her life experience to speak of the need for accessible complaints and grievance mechanisms for those who have experienced violence at work. Her participation in the event made her feel confident, and she mentioned that she was glad to share the plight of other women migrant workers from Myanmar with an international audience that included senior Thai Government officials. Her participation in the event, raising issues of women migrant workers, resulted in the emphasis that migrant workers should be one of the target groups in the new phase of the ASEAN campaign. Her blog post about her experience is available at: <https://www.wvi.org/stories/empowering-migrant-women>.

- **Domestic worker experiences: “Ending Violence Against Women Through Organizing Themselves”**

Ms Nasrikah is an Indonesian woman migrant worker working in Malaysia. As a field facilitator supporting women migrant workers' organizing, she participated in the regional webinar series on “Shaping Attitudes and Perceptions” where she shared her experiences using organizing to empower migrant domestic workers to address negative stereotypes and xenophobia towards women migrant workers that condone exclusion, discrimination and even violence, as well as exploitation and trafficking, especially towards migrant domestic workers. She also shared good campaign practices to build positive narratives on labour migration, and particularly on women migrants' roles as agents of change in their communities. One example that she was shared was the documentary [Rasa dan](#)


[Asa](https://wansid.wordpress.com/2022/09/01/domestic-worker-experiences-ending-violence-against-woman-through-organising-themselves), which has been viewed by over 300 members of the public. Her experiences at the webinar have been shared in a blog post available at: <https://wansid.wordpress.com/2022/09/01/domestic-worker-experiences-ending-violence-against-woman-through-organising-themselves>.

Media references to the content of knowledge products on women migrant workers


The media can be a powerful tool to draw popular attention to the situations of women migrant workers, contributing to increased public awareness and facilitating public discussion on migrant worker-related issues. Through its continued communications efforts, SAF has actively pursued opportunities to promote its knowledge products and pitched articles to national, regional and international media outlets. SAF also disseminated its knowledge products and research outputs at key international and national events. In 2022, SAF's knowledge products were referenced in **34** media outlets, including radio, print, television, podcasts and online media. Below is the list of media references to the knowledge products developed by SAF.

No.	Title of article	Knowledge product	Link ⁸⁴
1	OIT alertó sobre discriminación por género a migrantes asiáticos	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://www.prensa-latina.cu/2022/09/01/oit-alerto-sobre-discriminacion-por-genero-a-migrantes-asiaticos
2	New UN Survey on Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://www.miragenews.com/new-un-survey-on-migrant-workers-with-diverse-847446/
3	New UN Survey on Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://foreignaffairs.co.nz/2022/09/01/mil-osi-ngos-new-un-survey-on-migrant-workers-with-diverse-sexual-orientation-gender-identity-and-expression-in-south-east-asia

84 Some of the links are to the Facebook pages of media companies where they have posted the relevant story.

4	New UN Survey on Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	http://www.publicnow.com/view/BD59F9D04C4C41B33176DDE291DFC106F9BC2516
5	Une étude de l'ONU note que la migration peut bénéficier aux travailleurs LGBTQIA+	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://www.temoignages.re/social/droits-humains/une-etude-de-l-onu-note-que-la-migration-peut-beneficier-aux-travailleurs-lgbtqia,105098?page=type_urls
6	South-East Asia: Experiences of LGBTI Migrant Workers	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://podcasts.apple.com/hk/podcast/south-east-asia-experiences-of-lgbti-migrant-workers/id473165502?i=1000579418789
7	South-East Asia: Experiences of LGBTI Migrant Workers	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://joy.org.au/worldwidewave/2022/09/14/south-east-asia-experiences-of-lgbti-migrant-workers/
8	South-East Asia: Experiences of LGBTI Migrant Workers	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://player.fm/series/world-wide-wave-2478624/south-east-asia-experiences-of-lgbti-migrant-workers
9	Govt Teams Up with Stakeholders to Make Migration Safer [Print Media]	Making Women Migrant Workers Count: Sex Disaggregation of Labour Migration Statistics in ASEAN 2019 Data	

10	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://policycommons.net/artifacts/2680644/a-very-beautiful-but-heavy-jacket/
11	Experts Make Recommendations to Support Women Migrant Workers	Regional Study on Women Migrant Workers in the Laws and Policies of ASEAN Member States	https://vietnamnews.vn/society/1395779/experts-make-recommendations-to-support-women-migrant-workers.html
12	New UN Survey on Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South-East Asia	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://ethicalmarketingnews.com/new-un-survey-on-migrant-workers-with-diverse-sexual-orientation-gender-identity-and-expression-in-south-east-asia
13	South-East Asia: Experiences of LGBTI Migrant Workers	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://www.ivoox.com/en/south-east-asia-experiences-of-lgbti-migrant-workers-audios-mp3_rf_92410902_1.html
14	South-East Asia: Experiences of LGBTI Migrant Workers	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://www.ivoox.com/en/labour-migration-and-diverse-gender-identities-audios-mp3_rf_99962287_1.html
15	จากเมียนมาร์ถึงไทย: 'แรงงานข้ามชาติ LGBTQ' ยังคงเปราะบาง เมื่อ 'ต้นทาง' และ 'โรงงาน' ไม่ใช่ที่ปลอดภัย	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://prachatai.com/journal/2022/12/101884

16	South-East Asia: Experiences of LGBTI Migrant Workers	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South East Asia	https://podcasts.apple.com/hu/podcast/labour-migration-and-diverse-gender-identities/id1548510943?i=10005903755 58
17	Safe and Fair and Edukasyon.ph Wrap Up International Women's Month Celebration with "Ang Mama Kong BiyaHero" Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://pilipinomirror.com/safe-and-fair-philippines-and-edukasyon-ph-wrap-up-international-womens-month-celebration-with-ang-mama-kong-biyahero-campaign/
18	Official Links Rise in Index Crimes to Relaxed Restrictions [Print Media]	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	
19	"Ang Mama Kong BiyaHero" Campaign Ends International Women's Month Celebration	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.sunstar.com.ph/article/1927480/manila/local-news/safe-and-fair-philippines-edukasyonph-wrap-up-international-womens-month-celebration-with-ang-mama-kong-biyahero-campaign
20	Safe and Fair Philippines and Edukasyon.ph Wrap Up International Women's Month Celebration with "Ang Mama Kong BiyaHero" Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.facebook.com/624096384605370/photos/a.624127754602233/1648667942148204/?type=3&theater

21	Safe and Fair Philippines and Edukasyon.ph Wrap Up International Women's Month Celebration with "Ang Mama Kong BiyaHero" Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.facebook.com/travellingintandem/posts/504371257836320
22	Safe and Fair Philippines and Edukasyon.ph Wrap Up International Women's Month Celebration with "Ang Mama Kong BiyaHero" Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://philippinedaily.com/uncategorized/safe-and-fair-philippines-and-edukasyon-ph-wrap-up-international-womens-month-celebration-with-ang-mama-kong-biyahero-campaign/
23	Safe and Fair Philippines and Edukasyon.ph Wrap Up International Women's Month Celebration with "Ang Mama Kong BiyaHero" Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.facebook.com/inews.ph.official/posts/5643366669026617
24	Online Campaign Spotlights Plight of Female OFWs	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://backendnews.net/online-campaign-spotlights-female-ofws/
25	Safe and Fair Philippines, Edukasyon.ph Wrap Up International Women's Month Celebration with "Ang Mama Kong BiyaHero" Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.sunstar.com.ph/article/1927480/manila/local-news/safe-and-fair-philippines-edukasyonph-wrap-up-international-womens-month-celebration-with-

26	Women “Heroes” in Anti-violence Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.manilatimes.net/2022/11/27/news/women-heroes-in-anti-violence-campaign/1867956 https://digitaledition.manilatimes.net/manila-times/20221127/page/1
27	VAW Survivors Back Babaeng BiyaHero Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://manilastandard.net/news/314285293/vaw-survivors-back-babaeng-biyahero-campaign.html
28	Women OFWs Bravely Speak Up to End Violence against Women	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.gmanetwork.com/lifestyle/news/95486/women-ofws-bravely-speak-up-to-end-violence-against-women/story
29	Empowering Voices, Empowering Choices: Women OFWs call to end Violence Against Women (VAW); hosted by UN Women Philippines – Safe and Fair Programme	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://businessmirror.com.ph/2022/11/29/empowering-voices-empowering-choices-women-ofws-call-to-end-violence-against-women-vaw-hosted-by-un-women-philippines-safe-and-fair-programme/
30	Women OFWs Call to End VAW	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://punto.com.ph/women-ofws-call-to-end-vaw/
31	Nov 25 is Intl Day for the Elimination of Violence Against Women	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.msn.com/en-ph/news/other/nov-25-is-intl-day-for-the-elimination-of-violence-against-women-new-day/vi-AA14wFMr
32	Nov 25 is Intl Day for the Elimination of Violence Against Women	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.cnnphilippines.com/videos/2022/11/25/Nov.-25-is-Intl.-day-for-the-elimination-of-violence-against-women.html

33	<p>ยังมีผู้หญิงที่ถูกทิ้งไว้ข้างหลัง 'แรงงานข้ามชาติในไทย' ต้องเจอกับอะไรบ้าง?</p> <p>(There Are Women Who Are Left Behind: What Challenges Do Women Migrant Workers in Thailand Face?)</p>	Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand	https://www.facebook.com/brandthink.me/posts/
34	<p>Lễ công bố Hướng dẫn dành cho cơ quan đại diện Việt Nam ở nước ngoài về hỗ trợ công dân Việt Nam bị bạo lực trên cơ sở giới và bị mua bán</p> <p>(Announcement Ceremony of Guidelines for Overseas Vietnamese Representative Missions on Supporting Vietnamese Citizens Experiencing Gender-based Violence and Trafficking)</p>	Guidelines on Gender-sensitive Investigation of Cases of Experiencing GBV and Human Trafficking	https://baoquocte.vn/le-cong-bo-huong-dan-danh-cho-co-quan-dai-dien-viet-nam-o-nuoc-ngoai-ve-ho-tro-cong-dan-viet-nam-bi-bao-luc-tren-co-so-gioi-va-bi-mua-ban-209596.html

Other media references to SAF's work have been noted in the section on "communications and visibility" below.

Knowledge created

SAF continued to identify critical gaps in knowledge and evidence and undertook innovative research and the development of knowledge products. These were shared with stakeholders and media outlets.

As referred to in Objectives 1 and 2, in 2022 SAF produced and disseminated 34 research studies and knowledge products to stakeholders. These contributed towards capacity-building, evidence-based policy and programme development, awareness-raising, and changing entrenched negative attitudes related to VAW and women migrant workers. See also the knowledge products on the

Spotlight Initiative COSI Extranet, as well as Annex D below for the complete list of knowledge products. A selection of the regional-level knowledge products from 2022 include:

1. [Achieving Fair and Ethical Recruitment: Improving Regulation and Enforcement in the ASEAN Region](#)
2. [A Beautiful but Very Heavy Jacket: The Experiences of Migrant Workers with Diverse SOGIE in ASEAN](#)
3. [Background Paper: Prevention of Gender-Based Violence and Harassment Against Women Migrant Workers in South and Southeast Asia](#)
4. Desk Review: Gender-based Violence Cross-Border Referral Systems along the Humanitarian-Development Nexus in the Mekong Region (Cambodia, the Lao People's Democratic Republic, Myanmar, Thailand and Viet Nam)
5. [Framework: Prevention of Gender-Based Violence and Harassment Against Women Migrant Workers in South and Southeast Asia](#)
6. Guidelines on Gender-sensitive Investigation of Cases of Experiencing GBV and Human Trafficking
7. Handbook on Providing Gender Sensitive Mutual Legal Assistance for Civil Cases Involving Foreigner
8. [“How to Engage with Survivors”](#)
9. [“How to Refer Women Survivors of Violence to Services”](#)
10. Leave No One Behind: Delivering Services through Migrant Worker Resource Centres and Reaching Women in Communities
11. [Study on Women Migrant Workers in Laws and Policies of ASEAN Member States](#)
12. [“Tips to Better Reach Social Media Users, Including Survivors of Violence”](#)
13. Women Migrant Workers in Agro-processing Sectors in Malaysia and Thailand

In addition to developing new knowledge products, various knowledge products, laws and training materials were translated into national languages or English for wider dissemination. A total of 9 translations were completed, including the following:

- ASEAN Regional Guidelines on Violence against Women and Girls Data Collection and Use – [Myanmar](#)
- A Guide for Filipino Migrant Domestic Workers in Malaysia – Bahasa Malaysia
- ERAW, Migration and Trafficking Training Materials – Myanmar
- ILO Resolution concerning a global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient – Filipino
- Media-friendly Glossary on Migration: Women Migrant Workers and Ending Violence against Women (ERAW) Edition – Filipino
- Roles of Health and Service Providers in Response to VAW – Thai

- VAW and Services for Women Migrant Workers – Thai
- VAW and Coordinated Essential Services for Police Officers – Thai
- VAW Data Collection and Use – Training Manual – Thai

Output 3.2

Capacity of relevant ministries and national statistics offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.

Sex disaggregation of national labour migration data

SAF support to labour migration data collection in ASEAN included national-level capacity-building in Brunei Darussalam, Cambodia, the Philippines, and Viet Nam on strengthening capacities and coordination to improve the generation, collection and sharing of international labour migration statistics (ILMS) data (reported under Output 1.2). In addition SAF, supported the General Statistics Office in Viet Nam to collect information on recruitment costs related to SDG indicator 10.7.1, so as to measure the true costs of labour migration and recruitment for Vietnamese women and men migrant workers (reports are noted under Output 3.1). The two reports – [Data Gaps in International Labour Migration Statistics in Viet Nam](#) and [Measuring SDG Indicator 10.7.1 on Recruitment Costs of Vietnamese Workers Abroad](#) – were launched and shared at relevant forums, including the SAF-supported national conference where the Central Economic Commission utilized the information on data gaps to frame its new Directive 20.

When SAF was designed in 2017, 40 per cent of ASEAN country submissions to the ILO's ILMS Database for the year had been sex-disaggregated. This increased to 54 per cent for submissions made in 2022.

Capacity-building on violence against women migrant workers (VAWMW) administrative data

Further service system improvements will result where service providers can periodically reassess the data collected, helping to identify trends in the types of help sought by survivors, as well as the frequency and severity of the types of violence experienced and patterns related to accessing services. Analysis of this summary data collected from each sector will guide the continuous development of prevention and response actions. During the reporting period, SAF built the capacity of **81** government officials (63 women) and **19** CSO representatives (17 women) to collect VAW administrative data in a manner that would result in a better analysis of said data with the aim of improving service provision.

In **Cambodia**, cases of violence against women, including women migrant workers, reported to police in Siem Reap, Banteay Meanchey and Odor Meanchey provinces are better documented and analysed to understand the experiences of survivors of violence. A total of **35** judicial police officers (26 women) increased their capacity in regard to the collection of administrative data related to cases of violence against women migrant workers. The training covered the minimum

data set for violence against women cases and gender-sensitive and survivor-centred ways to engage with survivors.

In **Indonesia**, **20** data specialists and violence against women specialists from various government ministries (19 women) and **4** CSO representatives (2 women) gathered together to map existing data related to violence against women, including women migrant workers. Led by SAF partner Komnas Perempuan, the training aimed to identify opportunities and challenges in managing administrative data that are segregated across ministries, and how to better coordinate the violence against women annual report of Komnas Perempuan. The participants increased their understanding of the minimum data set for violence against women, including women migrant workers, and of the common definitions used in violence against women data sets.

In **Thailand**, **23** government representatives (18 women) and **15** CSO workers (15 women) enhanced their knowledge of violence against women, including women migrant workers, and of violence against women administrative data based on the [ASEAN Regional Guidelines on Violence against Women and Girls Data Collection and Use](#). In partnership with Rights Beyond Border, **two** trainings were organized in Mae Sot to improve data collection systems of the member organizations of the Mae Sot Gender-based Violence Task Force. Prior to the training, there was no unified VAW administrative data collection system, nor was there consistent use of such data to guide the direction of services in Mae Sot.

Output 3.3

Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address violence against women, trafficking, and gender-based discrimination of women migrant workers.

In 2022, through its media campaigns and awareness-raising efforts, many of which were conducted online, SAF reached out to **28,794,652** members of the public, improving their knowledge and understanding of women's labour migration and the risks women migrant workers experience, including risks of violence.

In **Cambodia**, a sixth-month media campaign and awareness-raising was implemented through CSO partners Child Helpline Cambodia and Women Media Center. Both mass media and social media platforms were used to:

1. promote public awareness of the significant contributions by women migrant workers to societies and economies of both countries of origin and destination;
2. address negative social and gender norms that have been the root cause of discrimination against women migrant workers and their family members; and

3. provide information on services for safe migration and VAW, including helplines in both countries of origin and destination.

Through this effort, which included a public **forum**, community engagement, **mass media** and **social media** outreach, **230,198** people were reached. Along with the community outreach activities, SAF also promoted the **My Journey mobile app** – both face-to-face and **online** – to increase downloads and installations of the app, especially by women migrant workers, their family members and the youth. A **TikTok** account for the My Journey app was created. As of end-December 2022, there are **9,500** followers.

In partnership with Child Helpline Cambodia (CHC), SAF in **Cambodia** continued to provide both response and prevention of VAW and VAWMW via innovative approaches, including a mobile application and interactive voice response (IVR) that connects with CHC's Helpline 1280. Through the use of infographics and **short videos** supplying information on non-discrimination against women migrant workers and information on services related to gender-based violence and safe migration, **298,792** people were reached and engaged through social media platforms. Leaflets on safe migration and VAW were also disseminated during community meetings and outreach activities. SAF's information, education and communication (IEC) materials have messages that promote positive images of women migrant workers, the positive contributions of women migrant workers, safe migration and GBV information. These IEC materials have also been used by the Ministry of Women's Affairs (MOWA) and provincial Departments of Women's Affairs for their community awareness-raising and training interventions.

“By attending the meeting, I have learned about the app that has important information for women who plan to migrate for work. I think women can just download the app on their phones and they can receive information and knowledge. Although some of them may not be able to read, they can just listen to the voiceover.” Nget Saram, participant in community outreach in Phnom Penh

SAF continued to optimize the use of social media to advocate for better awareness of safe migration, VAW and services for women migrant workers in **Indonesia**. During the reporting period, **1,299** Facebook users were reached and better acquainted with SAF's key messages on safe migration and ending violence against women migrant workers. In partnership with Mawar Balqis, Koalisi Perempuan Indonesia (Indonesia Women's Coalition), and Kalyanamitra, SAF's information materials were disseminated via radio and multiple social media platforms, such as Instagram, Facebook and YouTube. In addition to the netizens reached via social media platforms, SAF's information materials also gained 1,331 impressions and 181 views on YouTube.

In **Indonesia**, **84** migrant workers and their family members were engaged via a community health event for Indonesian migrant workers' children. The event was organized by the SAF-supported MRC Tulungagung at the Tulungagung Manpower Office, in collaboration with Tulungagung Hospital. At the event, information about safe migration, GBV, trafficking in persons, and support

services provided by MRC Tulungagung were disseminated. As a result, participants improved their awareness and knowledge of safe migration and GBV.

The SAF-supported MRCs in East Lampung, Cirebon, Blitar and Tulungagung, Indonesia, organized an awareness-raising campaign (March–May 2022), with activities and media outreach being conducted in all four districts. In Blitar and Tulungagung, the SAF-supported MRCs organized bazaars to promote items produced by migrant workers to community members. SAF used these opportunities to engage with community members, migrant worker returnees and potential women migrant workers, and to share information about safe migration, violence and harassment, and MRC services. The events also served as a safe space for people to share their experiences and concerns. In Lampung Timur and Cirebon, the SAF-supported MRCs held cultural stage performances, and provided migrant workers and their family members with health services. In addition, a TV talk show was broadcasted by [local TV in Cirebon](#) to disseminate information about safe migration and raise awareness about the situation of women migrant workers. Social media platforms, including Instagram, Facebook, TikTok and [YouTube](#) were also employed to disseminate safe migration information. During these events, consultations and authoritative information about MRC services on safe migration and VAW were also provided. Throughout the campaign, **532** people were reached.

Along with the launch of the integration of Gender-Responsive MRCs with Government One-Roof Integrated Services Centres (LTSAAs) in Tulungagung (March) and Blitar (July), awareness-raising activities were conducted targeting potential women migrant workers and community members. The activities included bazaars to promote migrant workers' products and to disseminate information about MRC services. A [video](#) about MRC services was also played to provide information to the participants. Through this activity, **274** people were reached and came away with better knowledge about MRC services. The video introduction to the MRC also gained 256 views.

The MRC in East Lampung, **Indonesia**, supported by SAF, conducted a multi-stakeholder dialogue “Decent Work for Migrant Workers” to celebrate Labour Day in May. The dialogue facilitated exchanges between **102** participants, which included members of the parliament of East Lampung District, the district government, former and current Indonesian women migrant workers who are members of the Indonesian migrant domestic workers' association PERTIMIG, and migrant workers' family members. The dialogue focused on realizing decent work for migrant workers as well as ensuring a human-centred recovery from the pandemic for migrant workers. The event was a valuable opportunity for policymakers to hear from women migrant workers, who voiced their experiences and aspirations, and to raise awareness of violence against women migrant workers and their conditions of work and living. The dialogue was also broadcasted via Facebook and [YouTube](#).

In commemoration of International Domestic Workers Day, the SAF-supported MRCs in Cirebon and Lampung Timur, **Indonesia**, to organize public events for community members and potential migrant workers. In Lampung Timur, the event emphasized the need to expedite the legislative

process of the Domestic Workers' Bill to ensure better protection for Indonesian migrant domestic workers. In Cirebon, the event discussed the situation of women migrant workers and efforts to strengthen coordinated services. Information about gender-responsive and inclusive services for women migrant workers was also disseminated. In addition, the event provided a platform for women migrant domestic workers to speak up about the positive contribution they make towards social and economic development in both countries of destination and origin. As a result, 105 participants improved their knowledge and perception of women's labour migration, and had a better understanding of women migrant workers' positive contributions to society.

In commemoration of the 16 Days of Activism against Gender-based Violence, the SAF-supported MRC Cirebon to raise awareness about the trafficking of women migrant workers through a [talk show](#) on Radar Cirebon TV (RCTV), one of the largest media networks in Indonesia with broad coverage in several districts. Besides the risks of trafficking that women migrant workers face, the TV talk show discussed the role of MRCs in the prevention of trafficking in persons, and called for the local government to join hands to strengthen the protection of women migrant workers. With broad coverage that includes multiple districts of West Java, it is predicted that RCTV can potentially reach 20 million people.

In conjunction with International Migrants Day, on 7 December 2022, women migrant workers in Gembongan Mekar village in Cirebon District, supported by MRC Cirebon, raised community awareness about safe migration pathways and services available to migrant workers through plays and dramas. The performance promoted informed decision-making about migration, and highlighted that labour migration can become a tool to empower women migrant workers when done right. Meanwhile in Thamrin Jakarta, a "Migrant Day Fun Walk" was organized to raise public awareness about trafficking in persons. The event took place on 18 December. SAF information leaflets on safe migration, including MRC-LTSA services, were distributed to the public. A SAF video to promote safe and fair migration to women migrant workers was also played at this outdoor event. The two events reached a combined **1,019** people.

SAF, in partnership with Kalyanamitra, initiated the "Strengthening the Capacity of Villages and Migrant Communities to Prevent and Respond to Violence against Women Migrant Workers and Trafficking" initiative throughout 2020–22. The intervention aims to increase the capacity of the village community to better prevent and respond to gender-based violence and trafficking of women migrant workers. As part of these efforts, and in conjunction with International Migrants Day, the publication [Empowered Voices from the Village: Changing Norms and Addressing Violence against Women Migrant Workers and Trafficking from the Village](#) was launched on 19 December 2022. The publication presents a collection of stories of change, as documented from the real-life experiences of village administrators and community members. This compilation of stories of change notes the impact of the two-year initiative, serves as a documentation of lessons learned and provides examples for developing similar initiatives in other areas. The launch event engaged 35 participants.

In commemoration of Labour Day, SAF-supported MRCs in Bokeo, Bolikhamxay and Savannakhet in the **Lao People's Democratic Republic** organized a series of community outreach activities to reduce gaps in information about safe and regular migration among community members. In Bolikhamxay, the activities were organized at the vocational training centre and at a fishing bait factory. The activities equipped the participants – students, factory workers and potential migrant workers – with accurate information on safe and regular migration, VAW, trafficking in persons, labour rights and MRC services, as well as the positive contributions of migrant workers, especially women migrant workers, to countries of destination and origin. In Bokeo and Savannakhet, the activity engaged with community members who live along the Mekong River, on the Thai–Lao border. A total of **715** community members were reached and engaged through the activities and had a better understanding of the risks of VAW and trafficking in persons, labour rights and MRC services.

SAF continued to engage with the youth in the **Lao People's Democratic Republic** through a series of activities targeting high school students. Young people have the ability to influence potential women migrant workers, who are their friends, family members and community members, to encourage them to make informed decisions about their labour migration. Throughout the reporting period, the students developed an understanding about safe migration, migrant workers' rights, and violence against women migrant workers through participatory activities (see Output 1.4 for details on SAF's engagement with youth as peer influencers). This activity was part of an on-going youth engagement effort at the community level in the Lao People's Democratic Republic, which adopted a participatory approach guided by the communication for development (C4D) principle.

Building on the continued youth engagement done in 2019–21 in **Malaysia**, the Advoc8 on the Road (University Edition) campaign directly reached and engaged **62** university law students. SAF, through a partnership with Project Liber8, conducted a three-month Advoc8 Legal Affairs programme to increase knowledge of, positive attitudes about and empathy towards women migrant workers, especially women migrant domestic workers, among future law practitioners by fostering strong gender- and trauma-sensitive approaches. The initiatives integrated C4D elements, including participatory approaches aiming to empower the law students, create more conversations among the public and provide a better learning experience to the issue. At the same time the campaign questioned whether there are sufficient laws to protect women migrant workers and provided the law students a platform to propose solutions to ensure women migrant workers' rights are upheld.

SAF also supported PERTIMIG to develop a documentary on the conditions of migrant domestic workers in Malaysia. Titled “Rasa dan Asa” (“Flavors and Hopes”), the documentary, which was shot on mobile phones, follows the lives of Indonesian migrant domestic workers during the COVID-19 pandemic in Malaysia. The documentary was screened six times in **Malaysia**, **Indonesia**, and the **United Kingdom**, reaching over 300 members of the public,⁸⁵ including art communities,

85 IDWF's reporting will be reflected in the 2023 results framework. These details are for information purposes only.

youth and students. Leaders of PERTIMIG were able to share their filmmaking experiences at many of the screenings, which also contributed to their efforts to build public support towards migrant domestic workers' rights.

In **Myanmar**, SAF, together with ILO's migration projects – TRIANGLE in ASEAN and Ship to Shore Rights South East Asia – organized a five-day campaign during 12–16 July under the theme “Enhancing Social Protection for Domestic Workers” in commemoration of International Domestic Workers Day. Through this campaign, 85 people were reached and engaged on site; meanwhile, **31,974** people were reached online. As a part of the campaign, current domestic workers shared their experiences and advice about safe migration to potential migrant workers. Seven success stories of domestic workers were shared online, and social media messages were also disseminated. As a result, the potential and current domestic workers gained more knowledge about safe migration and the migration policies of Singapore and Thailand. Through social media, online citizens became more aware of the contributions of domestic workers and the importance of social protection measures.

Access to information for migrant workers and their family members in **Myanmar** and Thailand was increased through a targeted social media campaign. SAF and the EU-funded Ship to Shore Rights South East Asia programme, through a partnership with an international media house⁸⁶, conducted a campaign to provide information and referrals through the Facebook page “Yay Kyi Yar”. The campaign started in March 2022 (and is still ongoing), and features the sharing of digital content in the Myanmar language (including [videos](#)) on labour rights, migration policies, news, support services for migrant workers in domestic workers, and the fishery and seafood processing sectors in Thailand. The content also featured migrants' voices and experiences in order to bring true-to-life insights, advice and learnings shared directly from migrants to those who may be considering migration or who have family and friends who are migrants in Thailand. In 2022, the campaign reached more than 27 million online Facebook users.

Through an online event to commemorate international migrants' day, **139** people improved their awareness about the situation of labour migration in **Myanmar**. The virtual event was organized by SAF together with other ILO migration programmes in the country, together with their implementing partners. The event also served as a platform for migrant returnees and potential migrant workers from various sectors such as domestic work, seafood processing, fishery, construction and agriculture to meet and share experiences, and celebrate the contribution women migrant workers make to their families, communities and their country.

In celebration of International Women's Day, SAF hosted an online event that discussed how the new Department of Migrant Workers (DMW) in **the Philippines** could help support a safe and fair migration for women migrant workers. This discussion, which reached 1,083 people, informed the POEA and the new DMW of the expectations of migration CSOs and women migrant workers in regard to the services that need to be rendered to OFWs. As such, the points highlighted in

86 Due to security concerns in Myanmar, SAF has been requested by its partner to not release its name in public documents.

this discussion were under consideration in crafting the Implementing Rules and Regulations of the DMW.

Through the online event “*Ang Mama kong BiyaHero: A Live Discussion Event*” broadcasted via the [Babaeng BiyaHero Facebook account](#), SAF disseminated the results of the “Youth Perception on VAW and Migration” survey conducted by its partner, Edukasyon.ph in the Philippines. Over 535 people tuned in and were better informed by the highlights of the youth survey results (presented via a game format) and reflections offered by an OFW mother and her son. The primary gauge of the survey was the increase in the number of messages received by the *Babaeng BiyaHero* Helpline from children of women migrant workers abroad. Children who participated in the survey either reported that their mother needed help or asked for assistance in contacting their mothers. Others asked for the Helpline’s support in convincing their mothers to leave their abusive employer and report them to the authorities. The results have shown that young people are willing to take on a more active role in securing a safe and fair migration environment for their mothers abroad.

Babaeng BiyaHero champions – former migrant worker survivors of violence who have become advocates – continued to carry out *Babaeng BiyaHero* campaign activities in their respective communities in **the Philippines**. This allows SAF to continuously have an active presence on the ground in areas that would not have been reached due to the pandemic, and to reach and engage with the community members on the online platform so that they have a better perception of women migrant workers and are better informed about safe migration, violence against women migrant workers (VAWMW) and the services available to them. During the reporting period, **1,189** people were reached. This also created a platform for *Babaeng BiyaHero* champions to share their experiences and inspire and empower other women facing the same challenges.

SAF raised awareness of the situation of women’s labour migration in *the Philippines* and the role of the new DMW in addressing VAWMW, via a livestream interview with the DZRH radio-TV on 9 June. DZRH is the oldest private radio station in the Philippines, which now live streams its broadcasts through its [Facebook](#) channel. In addition to sharing information about women migrant workers and the new DMW, SAF also used the opportunity to promote its initiatives in the Philippines, raising awareness of the gendered nature of Philippine labour migration, particularly the risks confronting women OFWs and their families, trafficking in persons and illegal recruitment.

In an effort to empower women migrant workers who are survivors of violence, the *Babaeng BiyaHero* champions participated in a workshop organized on 22–24 November in *the Philippines*. The workshop was designed to boost their confidence and to improve their storytelling and public speaking skills so that they effectively advocate and communicate the messages of their campaigns. Upon the completion of the storytelling and public speaking workshop, a media event “[The Power of Their Stories: The Journey of our Babaeng BiyaHero Champions](#)” was organized, in which 16 *Babaeng BiyaHero* champions met with the media and shared their stories and advocacies, and reaffirmed to the public that the power to #EndVAW lies in everyone. The event provided the *Babaeng BiyaHero* champions with the opportunity to speak to the public about the challenges

and various forms of violence and exploitation they have encountered. The event, which reached 348 people, helped raise public awareness about violence against women migrant workers and called for the protection of migrant workers' rights.

“I was sexually assaulted and raped by my employer’s son while working abroad. I have been ashamed for so long because of what happened to me. I used to hide my face and name during interviews. But now, I am ready to show the world the face of a VAW survivor – to inspire other women who have suffered the same experience as me.” - Carina Cordero, Babaeng BiyaHero champion

On 28 November 2022, SAF spoke in a live radio interview via [Radio Veritas](#), highlighting the key features of the Violence and Harassment Convention, 2019 (No. 190) and why it is important for the Philippines to ratify it. It was noted that ratification would be especially important for migrant workers and domestic workers due the gender aspects of violence against women OFWs and domestic workers, and the existing gaps in Philippine laws relate to violence and harassment were explored as part of a discussion on how legislation needs to be aligned with Convention No. 190. The interview was live-streamed over the Radio Veritas Facebook page and helped increase the awareness of listeners and viewers in regard to Convention No. 190 within the context of the Philippines, as well as the importance of the Convention to OFWs and women domestic workers and to Filipino workers in general.

In the lead-up to International Migrants Day in **Thailand**, SAF’s implementing partner World Vision Foundation Thailand organized a public event to raise awareness about the challenges faced by migrant workers, especially women, in the construction sector during the lockdown period due to the COVID-19 pandemic. A panel discussion was also organized as a part of the event under the title “Migrant Workers and Post-COVID-19 Development”. The panel discussed the Ministry of Labour’s response to the situation of migrant workers during the COVID-19 pandemic. One of the migrant volunteers supported by SAF represented her community and shared her experiences and concerns with the participants, including giving recommendations that address migrant workers’ issues. As a result, **37** participants who attended the face-to-face session had a better understanding of the situation of women migrant workers. The event was also [broadcasted via Facebook](#) and reached **5,572** users, and gained 253 impressions on Twitter.

In **Thailand**, through a partnership with the Migrant Women Project, MAP Foundation and FLEP, SAF disseminated information and raised awareness on VAW, safe migration and how to seek help. This is an on-going information dissemination initiative through a Facebook page “Migrant Women Q&A”, which targets Myanmar women migrant workers. The information provided was produced in the Myanmar language to ensure that it would be accessible to the target audience. In the reporting period, **7,151** people were reached and better informed about safe migration pathways, VAW and how to seek help in case of violence or exploitation.

SAF continued its collaboration with the MAP Foundation and FLEP in **Thailand** by organizing a series of radio talks via MAP Radio FM 99 and through information dissemination via the [MAP](#)

[Radio Facebook page](#) to raise awareness on safe migration, VAW and how to seek help. Aiming to reach women migrant workers, the topics included the prevention of violence, available services for women migrant workers, and what to prepare before migrating. To ensure a well-balanced discussion, guest speakers from various backgrounds were invited, among them women and men community members. The radio talk programme and Facebook information dissemination activities reached **29,481** people.

In **Thailand**, an online awareness-raising campaign was conducted in conjunction with International Women's Day under the theme "End Violence against Women Migrant Workers". This was done in partnership with FLEP, the MAP Foundation and the Migrant Women Project, in collaboration with Thai PBS (a public television station) and BrandThink. A [video clip](#) and an [article](#) were produced to debunk myths about VAW and women migrant workers and to promote to the public the positive contributions that women migrant workers make to countries of destination and origin. The video and the article reached a combined 1,600 people.

SAF collaborated with the Ministry of Foreign Affairs, **Viet Nam**, to launch the SOP for Diplomatic Missions to Provide Coordinated Services for Survivors of Violence and Human Trafficking (reported under Output 2.1). The launch of the SOP took place in December 2022 with the participation of 66 representatives from Vietnamese embassies and consulates overseas. As a result, the participants have become better aware of a new way of working, shifting away from working in silos toward a more coordinated approach to dealing with GBV and human trafficking cases (see also Output 2.1), and integrating a trauma-informed and survivor-focused approach that considers health consequences, mental health needs, and related concerns such as safety and justice.

Rights holders (Spotlight programme “beneficiaries”)

Indicative numbers	Direct for 2022	Indirect for 2022	Comments / explanations
Women (18 years and above)	2022 = 305,320 ⁸⁷ (of whom 300,758 were women migrant workers ⁸⁸) Cumulative = 449,411 (of whom 438,198 were women migrant workers)	TBD at endline	See footnotes
Girls (ages 5–17)	2022 = 0 Cumulative = 169 ⁸⁹	Not applicable	See footnotes
Men (18 years and above)	2022 = 139,083 (of whom 102,312 were migrant workers) Cumulative = 303,520 (of whom were 199,929 migrant workers)	TBD at endline	SAF engaged men and boys, sharing information on prevention of VAW and trafficking (unsafe migration) in quarantine centres and at MRCs, as family members of women migrant workers are integral in VAW prevention at home as well as (in some cultures) women’s migration decision-making within families and communities. See also notes
Boys (ages 5–17)	2022 = 0 Cumulative = 58 ⁹⁰	Not applicable	See footnotes
Total	2022 = 444,403 (of whom 300,758 were women migrant workers) Cumulative = 753,158 (of whom 438,198 were women migrant workers)	TBD at endline	See footnotes

87 This is composed of figures for Indicators 1.2.1, 1.3.1, 1.4.1–3, 2.3.1–2, 2.4.1 and 2.4.2.

88 This is composed of figures for Indicators 1.3.1, 1.4.1–3, 2.3.1–2 and 2.4.1.

89 SAF and the IOM had a joint project supporting Muslim migrants and trafficked persons, which included services to 17 girls in 2021; 104 girls in 2020; 25 girls in 2019; and 15 girls in 2018. Total beneficiaries in the IOM project may have included the same individuals across services or years. RTF conducted functional literacy sessions in Thai for women migrant workers, including their children (eight girls) in 2021.

90 SAF and the IOM worked jointly to support Muslim migrants and trafficked persons, which included 51 boys over 2018 and 2019. Total beneficiaries in the IOM project, as well as in SAF more broadly, may include the same individuals across the two years and across services provided; that is, the same person might have been assisted in 2018 and in 2019, and counted in both years. In 2021, RTF conducted functional literacy sessions in Thai for women migrant workers, including their children (seven boys).

Challenges and mitigating measures

The **political crises in Myanmar** that started in 2021 made implementation of several initiatives difficult. The threat posed to the personal security of journalists and trade unions has been highly concerning. Government-imposed travel restrictions and multiple roadblocks and checkpoints have deterred the free movement of project staff from partner organizations and external collaborators, while also compounding protection risks for women migrant workers, particularly those migrating from Myanmar to Thailand. Banking restrictions have delayed cash transfers to partner organizations, which has had an impact on the implementation of the programme. SAF, due to security concerns, cannot name its non-governmental partners, and some of them have had to close down their operations or were blacklisted. In such situations, SAF has worked hard to mitigate these challenges while ensuring that all operations follow the principle of “do no harm”. Much of the community work has been shifted into the hands of grassroots organizations, and where feasible, consultants have been hired to carry out community outreach and information sharing. Where possible, online platforms have been used successfully to reach out to the community with migration information, as well as to conduct trainings with partners.

Community outreach and empowerment activities in Myanmar, such as workshop for handicrafts targeting returnee women migrant workers, were more difficult in some instances because it was difficult to motivate participants when local markets were closed. SAF coordinated with other relevant partners to bridge these gaps, and online platforms were used where it was safe for participants to do so.

SAF has had to renew its engagement with partners during a period of government focal point turnovers in a couple of countries. In Cambodia, project-level communications were for a time restricted only to national-level interlocutors; provincial-level implementing teams from the National Employment Agency (NEA) were not allowed to communicate directly with SAF, which resulted in difficulties in implementing initiatives, delays in reporting and delays in payment transfer (due to delayed reporting). SAF convened a high-level meeting with the NEA to resolve this and provided more time for the partner to report, keeping in mind their internal processes. In Thailand, SAF's civil society partners encountered challenges in interacting with the appropriate officials from the Ministry of Public Health; instead they were directed to representatives working on children's and women's rights. Such challenges can affect the long-term sustainability of interventions when government support for civil society efforts is missing. Continuous meetings and advocacy are needed and planned with the Ministry of Public Health to provide them with information about the programme and the work being done to improve women migrant workers' health, as well as to advocate for their support for such activities.

As countries and communities have learned to adapt to COVID-19, many organizations have incorporated COVID-19-related support into their activities. However, the pandemic continued in 2022 to expose fault lines in social and economic inequalities that are among the root causes

of human trafficking and migrant smuggling. For example, in the Lao People's Democratic Republic, partners have reported that, due to the **economic fallout of COVID-19** and its impact on livelihoods, inflation and the cost of living, people who are desperately seeking to work abroad are less inclined to follow official advice on safe migration and are more vulnerable to traffickers and smugglers. SAF is working with organizations on the ground to provide direct assistance to migrant workers; providing community outreach on safe migration options, including through mobile and online platforms; and supporting returnee women migrant workers to build financial knowledge and savings skills.

In relation to SAF's support for migrant domestic workers organizing, one of the practical challenges that migrant domestic workers experience in organizing is the time limitations imposed on them due to the nature of their work. For example, in Singapore, domestic workers are entitled to only one day off, and as a result, IPPMI leaders find themselves stretched for time as they seek to divide their efforts between field outreach and participation in institutional programmes, such as meetings, engagement work and building the capacity of various Indonesian groups. To mitigate this challenge, SAF has supported the leadership capacity-building of migrant domestic workers so that more leaders may be identified, so that more people can share the demands of leading and building migrant domestic workers' organizations like IPPMI. SAF has also supported PERTIMIG and IPPMI to develop IEC materials that migrant domestic worker leaders can easily use in their outreach work, and supported the organizing of solidarity events such as movie screenings, where more migrant domestic workers congregate.

As the programme begins winding down its activities, SAF experienced a **turnover in its human resources in 2022**. In Cambodia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines and Thailand, national programme coordinators from the ILO and/or UN Women moved on to other programmes. The loss of colleagues who had established good working relationships with country-level stakeholders over the past four years and who were knowledgeable about women's labour migration issues in ASEAN has had implications, with delays in implementation of certain activities. SAF has been able to mitigate these challenges through the active recruitment of both personnel and consultants, and the regional team has stepped in to provide additional support – in trainings, in project discussions with partners, and in implementation at the national level.

Lessons learned and new opportunities

Lessons learned

In the course of implementation in 2022, the following can be considered as lessons learned:

Digital engagement continues to be an effective tool to reach out to women migrant workers. In previous years, SAF had noted the significance of using online technology to carry out information-sharing with and outreach to hard-to-reach migrant worker groups, despite the fact that monitoring the impact of such engagement is quite difficult, especially for grassroots organizations who cannot hire media firms to tally outreach numbers. In 2022, as COVID-19-related restrictions on movement and public gatherings began to be loosened, some service providers opted to go back to their pre-COVID-19 levels of online engagement with migrant worker populations (that is, relying more on face-to-face interactions and reducing online engagement). This hindered their ability to engage with new groups of migrant workers, while also making their previously developed online communication materials redundant. SAF continues to encourage its partners to identify effective and sustainable outreach strategies, including the use of social media with evidence-based strategies to increase SAF partners' online visibilities. Based on big data analysis, SAF partners built their capacities on how to craft social media messages on violence against women, including women migrant workers, to better increase awareness of the issue and to promote services available for survivors. In situations where it has become increasingly dangerous for civil society to identify itself openly and to implement activities on the ground, the online space has proven to be a safer way to interact with the community and to provide support to potential and returnee migrant workers who are seeking information and assistance. In **Myanmar**, the information shared by the Yaykyiyar Facebook page reached over 27 million online users. To a large extent, much of the groundwork for such online engagement has already been laid during the pandemic, as people have become increasingly comfortable using online technology and organizations have learned how to use online tools safely for their work.

Efforts to ensure safe and fair migration and to end violence against women migrant workers start at the community level. Policy interventions and other measures to improve support and services to women migrant workers need to be implemented, but not just at the national or sub-national level. Such interventions and measures need to reach even the smallest communes/villages – the places where most migrant workers start their migration journey. In the **Lao People's Democratic Republic, the Philippines and Viet Nam**, SAF established MRCs in new locations, and these centres serve the community by providing them with information and services for women migrant workers and their families. In **Indonesia**, SAF has taken significant steps to ensure that women migrant workers can participate on an equal footing in village-level policy platforms. This involvement ensures that service provision addresses the specific needs of potential and returnee migrant workers in their villages. SAF and its partners in **Thailand** strengthened the

capacity of women's rights organizations and provincial government stakeholders to collect and use administrative data on VAW to design interventions that are responsive to women migrant workers' needs (in Mae Sot and Tak); additional technical support was provided to community-level GBV networks in Bangkok, Chiang Mai, and Mae Sot to similarly collect and analyse VAW data. VAW data collection and its practical application for evidence-based decision-making at the local level supports advocacy for a national VAW data system. The joint programme modality between ILO and UN Women has proven successful in improving gender-sensitive labour governance and ending violence against women migrant workers, as each of these agencies have complementary strengths.

Building the capacity of service providers and duty bearers is an on-going process and part of larger institutional capacity development. SAF has always prioritized the capacity development and knowledge-building of key stakeholders on labour migration and EAW issues, since they have the responsibility to ensure that the rights of women migrant workers are promoted and protected. In 2022, with changes to leadership structures, SAF had to re-commence trainings and knowledge-building sessions with government officials to help them understand the importance of gender-responsive labour migration frameworks and how they can prioritize such areas of work. Such trainings can be strategic; for example, GBV trainings that challenge negative stereotypes of women and women migrant workers can help end discrimination towards women and women migrant workers. For example, 90 per cent of the **Thai** police cadets who participated in SAF's gender-responsive criminal justice training said women should not be blamed for domestic violence after the training, compared to 77.4 per cent being of this opinion before the training. At the same time, SAF continues to support non-governmental service providers, CSOs and migrant worker groups to build institutional capacity on service provision, as well as to improve their management and monitoring mechanisms; this is crucial when personnel changes occur and new staff members need to start implementing activities immediately.

Furthermore, SAF is strategically partnering with key partners, including government entities, to institutionalize the trainings for frontline workers through formal SOPs, as well as building the institutional capacity of service providers to serve as experts and trainers in their own right. By applying a training-of-trainers approach, SAF built the capacity of trade unions to organize women migrant workers, and built the capacity of CSOs to provide financial literacy trainings to women migrant workers and their families. Trainings were also given to select service providers to train other colleagues to support women migrant workers in their cross-border compensation claims.

New opportunities

At the regional level, SAF had the opportunity to work closely with the ILO's International Training Centre (ITCILO) in 2022. In addition to supporting regionwide trainings⁹¹ on fair and ethical recruitment (see Output 1.2), SAF also contributed to the **Gender Academy**, which is a flagship programme at ITCILO. For the first time since its inception in 2011, the Academy took place in Asia and the Pacific. SAF facilitated the participation of some stakeholders to join the training, and also contributed as a resource speaker on "Women Workers on the Move: The Gender Dimension of Labour Migration". The findings from SAF's new knowledge product on the experiences of migrant workers with diverse SOGIE were shared with stakeholders, including service providers. SAF will continue its partnership with ITCILO in 2023 to develop trainings for labour migration actors.

SAF partnered with the UN Women Training Centre at the global level to jointly developed an [online training module on violence against women migrant workers](#). The partnership gave SAF an opportunity to reach out to a global audience and to sustain its training module after the closure of the programme. The module is meant for stakeholders interested in the topic and designed to build an understanding of violence against women migrant workers. The objective of the course is to strengthen multi-sectoral coordinated quality services to respond to violence against women migrant workers. Specifically, the course aims to build an understanding of the intersectionality of violence against women migrant workers, focusing on the specific needs of women migrant workers and the risks they face during their migration journey, as well as to understand the key elements in providing essential services to them, based on good practices. The online training is targeting relevant government officials, CSOs, NGOs and women's networks, service providers, and other key stakeholders. This global asset benefits from experiences within SAF in linking together disciplines that may not typically be in conversation about violence against women migrant workers, while also making the case for ensuring that these linkages exist and can be strengthened over time.

Following with the publication of the ILO's 2022 report on housing standards for migrant workers in the ASEAN region, SAF expanded its existing collaboration with the Employers' Confederation of Thailand (ECOT) to improve accommodation for **migrant workers in the construction and agriculture sectors**. This involved field visits to agricultural and construction sites in Chonburi and Rayong, and a dedicated training for Thai employers in these sectors to help them understand decent housing standards in accordance with both existing government regulations and ILO Recommendation No. 115 on workers' housing. Through a separate intervention with World Vision Foundation Thailand (WVFT) on improving the working and living conditions of migrant workers in the Thai construction sector, SAF was able to improve the knowledge and capacity of construction subcontractors and employees of Sansiri, one of Thailand's largest real estate developers. This

⁹¹ In coordination with other ILO programmes, namely TRIANGLE in ASEAN, Ship 2 Shore Southeast Asia, and the ILO BRIDGE project.

engagement was not foreseen in the work plan, but with Sansiri expressing its willingness, technical assistance will be provided to the construction company in 2023, and WVFT will develop an MOU to be signed between the company and 100 of their suppliers or contractors. It is expected that the MOU will help bind the contractors to upholding ethical recruitment practices with regard to migrant workers as well as better ensuring labour rights protection.

In relation to EAW, in **Thailand**, SAF and its civil society partners have been advocating for the rights of all women migrant workers who have experienced violence, regardless of their immigration status (see Output 2.1). Such efforts have contributed to policy changes by the Ministry of Justice, improved understanding among officials of the need to compensate migrant workers subjected to violence regardless of their immigration status, and also paved the way for new cooperation opportunities with the Royal Thai Police, the National Human Rights Commission, and relevant line departments related to child and women protection, anti-human trafficking and fisheries on ending violence against women migrants and gender-responsive police services for women migrants.

As noted in previous sections, SAF supports women migrant workers in Cambodia, Indonesia, the Philippines, and Viet Nam to obtain new qualifications and skills from TVET institutions as a way to improve their livelihood opportunities. In Indonesia, in view of recent incidents in which migrant workers experienced violence at TVET premises, SAF worked with the Ministry of Manpower and the Migrant Worker Network to develop a monitoring instrument for overseas TVET institutions and private placement agencies to ensure their compliance with the law. As the labour inspectorate does not have a specific tool to measure the compliance of private placement agencies and overseas TVETs with national labour standards, the Government has agreed to contextualize this tool as a labour inspection checklist instrument to be used in future inspections.

In **Viet Nam**, the legal analysis of Vietnamese domestic violence laws, which identified recommendations for bringing these laws in line with international standards, successfully led to the amendment of the Law on Domestic Violence Prevention and Control. The Government welcomed the technical input from SAF, which contributed to the law imposing survivor-centred and gender-sensitive protection measures for survivors of violence. The law also recognizes migrant workers who may have experienced violence during their migration journey. CSO partners also took a key role in the advocacy process by bringing the voices of survivors of violence from the field so that they could share their stories with decision-makers and the public. The enactment of the law will provide new opportunities for SAF to strengthen its cooperation with the Ministry of Justice and to enhance the protection of survivors of violence, including women migrant workers.

Innovative, promising or good practices

Some of the following have been identified as innovative, promising or good practices (for further details please see Annex D):

- **Indonesia:** Strengthening monitoring mechanisms to prevent and address labour rights violations and exploitation, including violence and harassment faced by women and men migrant workers during the new normal placement.
- **Indonesia:** Improving women migrant workers' access to coordinated quality services on VAW through SOP development – innovative practice.
- **Philippines:** Establishment of Pinay Careworkers Transnational (PINAY) in 2022, the first-ever transnational federation of Filipino domestic and care workers unions and associations in seven countries.
- **Thailand:** Building the capacity of champions on the ground: The role of GBV taskforces and migrant volunteers to protect and promote women migrant workers' rights and opportunities.
- **Regional:** Prevention of Gender-Based Violence and Harassment against Women Migrant Workers in South and South-East Asia.

Communications and visibility

A. Overview

In 2022, as the situation of COVID-19 started improving, countries in the ASEAN region started opening borders, and activities began to return to normal. Communications activities started to transition back to being in-person, directly reaching and engaging with the programme's audience groups and amplifying the programme's visibility.

SAF continued to implement awareness-raising activities and campaigns to address violence against women migrant workers, contributing to changes in public attitudes and behaviours towards women migrant workers across all implementing countries in the region. At the same time, SAF utilized both online and offline communication channels to disseminate information about safe migration pathways and available services for women migrant workers, and to enhance the visibility of the programme's interventions and their impacts.

SAF adhered to consistent communications objectives that align with those of the Spotlight Initiative as follows:

- Raising awareness of the prevalence of violence against women migrant workers in the ASEAN region by:
 - publicizing data and supportive facts;
 - offering to key audiences creative messaging that exhibited thought leadership on issues related to violence against women migrant workers; and
 - sensitizing the media to the issues;
- Illustrating and promoting the impact and results of SAF-supported interventions by finding, sharing and promoting the stories of women migrant workers whose lives had been positively transformed by SAF-supported interventions;
- Providing communications for development support to strengthen SAF implementation by influencing the creation and delivery of behavioural change and cultural shift activities, campaigns and initiatives; and
- Ensuring visibility for the Spotlight Initiative and its donors by coordinating consistent and coherent branding, high-profile endorsements from social influencers, media placements, and public events and campaigns.

During the reporting period, **34** articles were written and published by national, regional and international media that made reference to or cited the contents of knowledge products produced by SAF, increasing the visibility of issues related to safe and fair migration, violence against women migrant workers, labour exploitation and trafficking. These media articles were produced in several South-East Asian languages and in French and Spanish to reach wider audiences (see Output 3.1).

Likewise, SAF worked in collaboration with local television and radio programmes to raise public awareness about the situation of women migrant workers and to promote the social and economic contributions of women migrant workers to countries of destination and origin. SAF also optimized television and radio appearances to disseminate information about safe migration, VAW and services available to women migrant workers.

Where possible, SAF collaborated with partners to reach out to communities and youth both face-to-face and online to inform, engage and empower them with accurate information about safe migration and the services available to them. SAF also worked with former women migrant workers and youth to develop their capacity via a participatory approach guided by communication for development (C4D) principles, with the aim of them becoming advocates for safe migration among their peers and in their own communities (see Output 3.3).

Lastly, SAF amplified the voices of women migrant workers through blog posts and human interest stories. This is to support women migrant workers' self-expression and to ensure that their experiences and concerns are heard by the public and by decision-makers (see Output 3.1).

B. Messages

SAF remains consistent with messaging that is tailored to different target audiences. Some of these messages appealed to a more general audience, while others focused on specific audience groups based on their interests, knowledge background and calls to action.

The key messages of the SAF programme included the following:

Women migrant workers in the ASEAN region

- Across ASEAN, women are increasingly on the move. International labour migration has increased manifold over the past decades, with ASEAN currently hosting over 10 million migrant workers, nearly half of them women.
- When migration is unsafe and unfair, women migrants experience violence, trafficking and labour exploitation.
- Migration is often a positive experience, but it is not an easy one. Many migrants face discrimination based on race and gender that leads to situations of exploitation, violence and harassment.

Women migrant workers have equal labour and human rights, including the right to be free from violence

- It is important to engage with both women and men in ensuring that labour migration is safe and fair for all women in the ASEAN region, and that they are better protected and less vulnerable to violence and trafficking.
- Violence against women and girls is preventable, as global evidence shows us. Preventative actions should be gender transformative, tackling the root causes of violence and power

imbalances, and addressing specific risk factors – such as the belief that violence against women is acceptable or defensible.

- Everyone has the right to work in safe and fair conditions in their countries of origin and destination. SDGs can only be achieved when the rights and opportunities of women migrant workers are recognized, respected and protected.
- Regardless of their migration status, women migrant workers should have equal rights to access essential services such as healthcare, legal, justice, police and social services.

Women migrant workers contribute to societies and economies

- Women migrant workers transform societies and economies in countries of destination and origin through their labour and contributions, through their remittances and through the exchange of knowledge and culture.
- Women migrant workers are important agents of change in their communities; they can help other women migrant workers across both countries of origin and destination, especially if they have experienced violence.
- Women's labour migration is an important aspect of labour mobility in the region, and can serve as a crucial source of women's empowerment.
- Safe and fair migration increases opportunities for women to contribute to skills development and to transcend gender-based cultural norms.

Solutions and calls to actions

- Women, men, employers or youth – everyone has a role to play in making sure work is safe and fair for the millions of women who are making ASEAN function. Find out how individuals can contribute at spotlightinitiative.org and join the conversation at [#SafeandFair](https://twitter.com/SafeandFair) and [#WithHer](https://twitter.com/WithHer).
- ASEAN has shown its willingness to promote the rights of women and girls, including women migrant workers, and to protect them from violence. Regional cooperation needs to be translated into national actions that advance and accelerate progress in these areas.
- Access to accurate information can have a positive impact on women's labour migration, both in terms of the services women migrant workers can access and the pathways open to them.
- Workers' organizations can play a significant role in supporting workers to advocate for their rights – especially domestic workers, who can be particularly isolated and hard to reach in their places of work.

Taking into account the diversity and different backgrounds of the various target audiences in terms of their knowledge about women's labour migration – especially among youth, governments, service providers and the public at large – SAF chose specific communication channels that would best engage with various audience groups.

Target audiences	Communication tools and distribution channels
Public at large	News items, op-eds, infographics, photos, videos, human interest stories, social media products through online communications
Actual and potential women migrant workers	Knowledge sharing, advocacy materials, infographics, videos through online platforms of the ILO, UN Women and partners, as well as through face-to-face activities
ASEAN Member States	Knowledge sharing through national dialogues and research, presentation of SAF during ASEAN meetings
ASEAN institutions	Bilateral and multilateral meetings, regional policy dialogues and consultations, knowledge-sharing events, knowledge products distributed online
Workers' organizations	National and regional policy dialogues, national consultations, knowledge-sharing and brainstorming events, knowledge products through both face-to-face and online distribution
Employers and recruitment agencies	National and regional policy dialogues, consultations, meetings and training, workshops, knowledge-sharing events
CSOs, community-based and grassroots organizations	National consultations, knowledge-sharing events, directed awareness/advocacy campaigns, online research reports, policy briefs, face-to-face distribution and online platforms
Youth groups	Face-to-face and online engagement, videos, infographics, key research report findings, social media content, radio, online human-interest stories, briefs on how to support issues in workshops
Families and communities	Infographics, social media content, radio, articles, knowledge products on the outcomes of scoping studies and household surveys through face-to-face distribution and mobile applications
Research institutions and academia, media networks	Op-eds, research and knowledge-sharing events and products aimed at producing change in social norms at the local level, online research reports, policy briefs and factsheets through face-to-face distribution and websites

C. Media and visibility events

In the reporting period, the programme achieved 34 media references to its knowledge products. (see Output 3.1) and linked research dissemination to national and international events, such as International Women's Day, 16 Days of Activism against Gender-Based Violence, and International Labour Day.

SAF also ensured maximum visibility for the Spotlight Initiative and the EU wherever possible by coordinating consistent and coherent branding, high-profile endorsements, media placements and public events. In the reporting period, SAF successfully drew media attention to its public events both at the regional and country levels, addressing the issues of violence against women migrant workers to a wide audience.

Notable media and high visibility events are listed below:

- In **Cambodia**, SAF collaborated with the **Women's Radio** to reach out to the community on **19 January** and **23 March**. The radio programme aimed to promote public awareness on the significant contribution of women migrant workers, as well as to address negative social and gender norms that have been the root cause of discrimination against women migrant workers and their family members. The radio programme consistently highlighted the intervention of SAF, supported by the EU, throughout the programme. The radio programme was simultaneously broadcasted live via the Women's Radio Facebook page.
- In **Indonesia**, through SAF-supported MRCs, SAF optimized the wide coverage of television channels to increase the visibility of the programme and the EU, and to bring the attention of the public to the issues of violence against women migrant workers. In commemoration of the 16 Days of Activism against Gender-based Violence, SAF raised awareness about trafficking in women migrant workers through a talk show via **Radar Cirebon TV (RCTV)**, one of the largest media networks in Indonesia. The talk show highlighted not only the challenges women migrant workers face, but also discussed the services of the MRCs, which are supported by SAF and funded by the EU.
- SAF and the Ministry of Labour and Social Welfare of the **Lao People's Democratic Republic** organized the third migration network meeting on 15 September 2022 in Vientiane. The hybrid meeting was co-chaired by Mr Souliya Khamvongsa, Deputy Director of Skill Development and Employment Promotion Department, Ministry of Labour and Social Welfare, and Mr François Pravongviengkham, Political Officer of the Delegation of the European Union to the Lao People's Democratic Republic. The meeting was attended by more than 45 participants from relevant government ministries, international organizations, and CSOs. The meeting had a high impact in local media and was covered by the Vientiane Times, a bilingual English and Lao newspaper, published daily.
- In **the Philippines**, the Quezon City Public Employment Service Office together with SAF welcomed Mr Mario Ronconi, EU Head of Unit for South and South East Asia, at the Quezon City Overseas Filipino Workers and Family Circles (OFCs) Leaders' Meeting held at the People's Hall, Quezon Memorial Circle on 21 November 2022. At least 300 leaders and representatives from various OFC organizations of the city were in attendance. Quezon City is the first city to establish an MRC in the national capital region of the Philippines. The event had high visibility with the local government and the public. Mr Mario Ronconi gave his message of appreciation to the participants attending the event. Meanwhile, Mr Christoph Wagner, EU Department for International Partnerships, and SAF National Project Coordinators for the Philippines provided insights regarding SAF-supported activities, and the Babaeng BiyaHero Champions and Quezon migrant representatives also shared their inspiring stories.
- In commemoration of the 16 Day of Activism against Gender-based Violence, SAF launched a campaign "The Power of their Stories: The Journey of our *Babaeng BiyaHero* Champions",

in which the *Babaeng BiyaHero* Champions met with the media and shared their stories and advocacies. The event provided *Babaeng BiyaHero* champions with the opportunity to speak up about the challenges and various forms of violence and exploitation they have encountered, and how they decided to fight for their rights and those of their fellow women migrants. The event received a high degree of attention from the media and was covered by various media in the Philippines namely the [Manila Standard](#), [GMA Network](#), [BusinessMirror](#), [Punto](#), [The Manila Times](#) and [ABS-CBN](#).

- In **Thailand**, SAF collaborated with a digital media consultancy – BrandThink – to amplify the positive contribution of women migrant workers in countries of destination and origin, as well as to debunk the myths and misperceptions about them. This was done through a [media article](#) which cited the key findings from SAF's knowledge product [Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand](#), contributing to broad recognition of the value of women's work and media interest in promoting positive images of women migrant workers.
- In Viet Nam, SAF together with the Ministry of Labour, Invalids and Social Affairs [launched](#) a study on women migrant workers in ASEAN countries' laws and policies. The event saw active participation of representatives from the EU Ambassador to Viet Nam, ASEAN's specialized agencies on labour and women, the ASEAN Secretariat, and international organizations. Meanwhile, the EU Ambassador to Viet Nam, Mr Giorgio Aliberti noted that the event was an opportunity for stakeholders to share their concerns and set forth practical solutions and promote inter-sectoral cooperation to strengthen the power of and better protect migrant workers in each country of destination and origin and across the region.

D. Campaigns

Please see Output 3.3 above for information about the campaigns supported by SAF in 2022 (not duplicated here to avoid repetition).

E. Human interest stories

The list below presents stories of women migrant workers who engaged with and benefited from programme interventions. The stories range in scope, geographically covering several ASEAN countries and involve a range of stakeholders, including women migrant workers, CSOs, workers' organizations, and government officials.



Upskilling women migrant workers for the future of work

Evelyn Caballero was a migrant domestic worker for more than 30 years. She returned to the Philippines due to COVID-19. While browsing Facebook, Evelyn discovered the #WomenCanDoIT scholarships that changed her life. [Link to full story.](#)



Malaysian labour inspectors increase capacity to advance workers' rights in palm oil sector in Indonesia and Malaysia

Sabah labour inspectors have been trained on forced labour, child labour and gender-based violence and harassment in the workplace, focusing on the palm oil sector in Malaysia and Indonesia. [Link to full story](#)



Community-based networks help Vietnamese women migrant workers better protect their rights

Thuy Tien is a Vietnamese women migrant worker. She was not counted in the national statistics on international labour migration and thus she could not benefit from government policies such as joining pre-departure training or from the fund for overseas labour, which covers documented migrants. [Link to full story.](#)



“The GBV Task Force has changed my life” – Strengthening services for survivors of violence in Thailand

Nureen is a Mon woman who migrated from Myanmar to Thailand 10 years ago for work. When she arrived, she married a man who became abusive and was frequently in and out of hospital as a result of his violence. [Link to full story.](#)



Taking a survivor-centred approach to protecting women migrant workers in South-East Asia

Lori Flohaug, Director of Law and Policy at GRW, explains why the process of creating gender-responsive and migration-inclusive laws is so important to ending violence against women, especially women migrant workers. [Link to full story.](#)



In Mae Sot, GBV Taskforce hopes to turn the tide for women migrant workers experiencing violence

“Two years ago, I came across a case of a woman migrant from Myanmar being stabbed a hundred times by her intimate partner,” says Dr Somphong Kwanprem, a forensic pathologist from Mae Sot Hospital. [Link to full story.](#)

F. Testimonials

Below is a selection of testimonials presented as social media quote cards, and featuring diverse SAF partners from the EU, a United Nations Resident Coordinator’s Office, government, civil society, trade unions and employers.



All migrant workers, including migrants with diverse sexual orientations or gender identities, deserve the right to decent work and decent working conditions, free from violence and harassment."



Mr Christoph Wagner
Head of Cooperation
EU Delegation to the Philippines



The [media] coverage of labour migration, which tends to focus on cases against migrants, when done carelessly, may unwittingly perpetuate negative stereotypes about migrant workers, especially women, increasing their vulnerability to discrimination and abuse... Clearly, language and a rights-based framing in reporting are key factors in contributing towards the elimination of all forms of violence against women migrant workers."



H.E. Michalis Bekas
Ambassador of the European Union to Malaysia



Private sector could contribute significantly to realizing the decent work objectives and to promote women's rights. I would like to encourage the private sector to improve and engage in safety at work, which would benefit the economy and reduce economic losses with absentees and productivity.



H.E. Shashis Perumalingam
Deputy Secretary General of AETAF for ASEAN South Pacific Region



The AWCW strongly believe that creating awareness among employers of their roles in creating a safe environment, free from harassment and gender-based violence and exploitation can drastically reduce the prevalence violence against women.



H.E. Marian Neo-Romero
Chair of the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACW)



The second phase of the campaign, which utilizes communication for development (C4D), will be an effective strategy to encourage employers to take appropriate actions to end gender-based workplace exploitation, and to achieve positive social and behavioural change.



H.E. Ananyan Mahawit
Deputy Permanent Secretary
Ministry of Social Development and Human Security, Thailand



For employers, ending violence against women in the workplace is a smart investment and can result in strong financial benefit. Supporting survivors of violence at work not only optimizes productivity and profitability, but also reduce recruitment and training cost for employers.



H.E. Lasse Gade
Deputy Ambassador to EU Delegation to ASEAN



“When we speak of leaving no one behind, no one should be left behind... Enhancing the knowledge and capacity of all stakeholders on the rights and needs of LGBTIQ+ people is important.”



H.E. Danae Niche
Head of Cooperation
European Union Delegation to Thailand



When there is incongruence in the data, it is very hard to inform our leaders... I am pleased to see that the Safe and Fair Programme is strengthening ILMS and has a very strong partnership with the General Statistics Office here in Vietnam.”



Matthieu Renot
Attache for Trade Cooperation
Delegation of the European Union to Vietnam





G. Photos



The [My Journey mobile application](#) is promoted to community members. The app is developed by SAF in partnership with Child Helpline Cambodia to provide accurate information to potential migrant workers, especially concerning the rights and support services available to them. (Photo © ILO/Lim Sophorn)

SAF engages with men in a community in Kampong Thom to disseminate SAF's [Service Directory](#) to their friends and family members, especially women, who are potential migrant workers. (Photo © ILO/Lim Sophorn)





An information session conducted by the SAF-supported MRC Savannakhet. (Photo © ILO)

Prospective women migrant workers in Cirebon, Indonesia, receive group counselling service for safe migration. (Photo © ILO/Pichit Phromkade)



In Thailand, a network of women migrant workers (FLEP, MAP Foundation, and Migrant Women Project), with the support of SAF, launched the “Smart Domestic Workers” mobile application to respond to violence against women, including women migrant workers, and to promote safe and fair migration. (Photo © UN Women/Nopporn Liengjai)

A woman visits the SAF-supported MRC in Cirebon District, Indonesia. (Photo © ILO/Pichit Phromkade)





SAF in collaboration with Batis Center for Women launched the “Women on Wheels” project in the Ilocos Region, Philippines. Bicycles were given to women migrant worker advocates so that they can use the bikes to go to communities for awareness-raising sessions about VAW, migrants’ rights, and migrant issues such as trafficking.

(Photo © UN Women)

H. Video

The following videos are detailed in the campaigns section of this report (see Output 3.3 above).

- [“Know Before You Go”](#)
- [“Know Your Rights”](#)
- [“My Journey App”](#)
- [“#BreaktheBias”](#)
- [“Migrant Worker Resource Centre \(MRC\) Tulungagung, Indonesia”](#)

Sustainability

SAF was designed as a five-year programme, but it received an extension allowing for an additional year of programming (1 January 2018 – 31 December 2023). As such, 2022 was the penultimate year, during which the programme sought to focus on implementation of actions, while also planning for the future sustainability of some of its interventions. As noted in the section on “implementation progress by outcome area” above, even though it is a programme of short duration, SAF expects that some of its results will be sustainable over time⁹².

92 SAF Midterm evaluation brief (2021), conclusion 4.

Noting that SAF's exit and sustainability strategy will rely on national ownership, at the programme governance level, SAF has started to initiate discussions with its National Programme Advisory Committees (NPACs – see the “programme governance and coordination” section above) as well as conducting strategy meetings with key stakeholders. The process has begun in Indonesia, and will be initiated in other countries in 2023.

In Indonesia, in August 2022, SAF organized a “Strategic Workshop on Lessons Learned and Sustainability of the Pilot Program of Information Center and One-Roof Integrated Service (LTSA-MRC) for the Gender-Responsive Protection of IMWs and their Families in Cirebon, East Lampung, Tulungagung and Blitar Districts” with 63 stakeholders from the national, provincial, district and village levels of government (Manpower Offices, LTSAs, and BP2MI), as well as its MRC partners in Indonesia: KSBSI, SBMI, KPI, Solidaritas Perempuan Sebay Lampung and WCC Mawar Balqis. The workshop analysed the operations of the MRCs, which have now been linked to the LTSAs, and stakeholders identified ways by which the MRCs can be made sustainable in the long-run. Three sustainability needs and strategies were identified:

- **Budgeting:** SAF and its partners mapped out funding opportunities (including those from philanthropic sources) that MRCs could tap into. SAF will also facilitate donor meetings with MRC partners so that they can seek funding opportunities; it will also continue to advocate for inclusion of the MRCs in the government budget strategy (see the section on “programme governance and coordination” above).
- **Getting buy-in from the authorities:** To ensure that government (at all levels) understands the critical role and impact of the MRCs, SAF will conduct knowledge-building and advocacy sessions with government stakeholders so that they can also better support the work of the MRCs.
- **MRC capacity:** MRC operating teams need to be equipped to provide services and to run the MRCs. SAF will continue to provide the MRC staff with trainings on key topics, building their capacity to do such trainings on their own in the future (for new staff who join the MRC after SAF's exit), and also to enable them to do their own advocacy and budgeting strategies.

Separately, SAF and its supported MRC in Tulungagung District have been strongly advocating for the for the recognition of migrant workers as an official community group, which would enable them to seek funding to carry out migration-specific activities in the future. The District Government of Tulungagung has agreed to work towards institutionalizing migrant workers as an official community group and cooperative. After the programme ends, the target group and village community will be able to access government funds, and the Government will continue providing support services and assistance to the migrant worker groups and cooperatives.

The sustainability strategies identified in Indonesia mirror some of the programmatic elements that are being utilized by SAF as part of its efforts to ensure the long-term sustainability of its work on the ground. The details of SAF's sustainability strategy are contained in Annex G.

SAF's sustainability will be guided towards:

1. ensuring that women migrant workers' needs and priorities are present in decision-making;
2. building stakeholders' capacity and working towards institutional capacity development;
3. institutionalizing technical support from SAF to partners;
4. empowering women migrant workers in the community, including through organizing;
5. building partnerships with, and support from, decision-makers; and
6. documenting and ensuring the creative commons use of technical knowledge developed by the programme.

Next steps

As noted above, 2023 is the final year of programming for SAF. The upcoming initiatives for this final year include:

Under **Objective 1:**

Regional

- To enhance fair recruitment, SAF will analyse digital recruitment practices with countries of origin in ASEAN.
- Support the organizing of women migrant workers, including capacity-building to strengthen women migrant workers' leadership and organizing.
- Support financial literacy trainings for women migrant workers and their families in Cambodia, Indonesia, Malaysia, the Philippines, Singapore and Viet Nam.
- Support MRC capacity to provide gender-responsive information and services to migrant workers with diverse SOGIE.
- Develop cross-border capacity to support women migrant workers in their claims for compensation.

National

- Support the operation and capacity-building of MRCs to provide gender-responsive services for women migrant workers.
- Conduct outreach to and counselling and services for women migrant workers and their families; provide skills training to women migrant workers.
- Develop the capacity of employers, workers' organizations and recruitment agencies on the application of international labour standards and best practices to improve women's labour migration.
- Support women migrant workers' organizing and networking (both within and across borders).

Under **Objective 2**

Regional

- Support ACWC/ACW with the launch of the ASEAN regional guidelines on the development of SOPs on coordinated quality services.
- Train service providers on cross-border referrals in GBV cases, and provide technical support to the establishment of cross-border mechanisms based on the GBV cross-border referral note and regional service directories developed by SAF.

- Provide technical support on the development of national and local referral pathways/ SOPs and the enhancement of local data collection systems on violence against women migrant workers (VAWMW).
- Disseminate the regional framework on the prevention of violence against women migrant workers through learning and capacity-building sessions.
- Provide multi-country technical support to enhance quality coordinated service provision based on the tools developed by SAF.

National

- Skills training and sharing of tools with frontline workers and officials to enable the delivery of coordinated quality services.
- Strengthen peer networks to support community-based networks to prevent VAWMW.
- Promote community-based interventions through awareness-raising activities on social norms around women's labour migration, preventing VAW and trafficking in persons (TIP), and promoting gender equality.

Under Objective 3:

Regional

- Produce and disseminate knowledge products on violence against women migrant workers and on sex-disaggregated labour migration statistics.
- Support ACWC in the launch and implementation of the phase 2 of the campaign on EVAW and trafficking.

National

- Outreach and public awareness activities in nine countries on violence against women migrant workers; engagement with youth; and campaigns aimed at tripartite plus constituents – in particular employers, youth and duty-bearers – on good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers, especially survivors of violence.
- Collection of sex-disaggregated data on VAW and labour migration (Cambodia, Indonesia, the Philippines and Viet Nam).
- Develop information, education and communication (IEC) materials on VAW, TIP and gender-based discrimination against women migrant workers in migrants' languages, and conduct awareness-raising campaigns, disseminating the IEC materials to women migrant workers.
- Support for women migrant workers in joining national, regional and international events (including online).

Annexes

Annex A. SAF results framework

Annex B. Risk matrix

Annex C. CSO engagement report

Annex D. Innovative, promising or good practices reporting

Annex E. Annual work plan

Annex F. List of partnerships

Additional annex from SAF to provide information on all its partners (government, employers' organizations, workers' organizations, academia, CSOs and so on) for 2022, including those to whom financial support and/or technical support was given.

Annex G. Sustainability plan

Additional annex from SAF to provide information about its sustainability plan.

Annex A

Results Framework

SPECIFIC OBJECTIVE INDICATORS					
Outcome Indicator ¹	Baseline	Target	Results for the reporting period	Cumulative results since state of Programme	On/Off Target ²
Specific Objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks					
1.1. Extent to which national policies and practices are in-line with the relevant normative frameworks on protection of migrant women, domestic workers and anti-trafficking.			n/a to be measured at endline	n/a	n/a
1.2. Number of complaints successfully resolved for women migrant workers	0 complaints ³	1981 complaints	205 complaints	2398 complaints	Achieved
Specific Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services					
2.1. Extent to which national laws, policies, plans and strategies are in-line with the normative frameworks on prevention and response to violence against women.			n/a to be measured at endline	n/a	n/a

¹ Per Spotlight's Report format, this results table does not include Overall Objective level indicators, baselines and targets.

² (Spotlight Report form original footnote text here: "Please note this will not apply to all indicators. Indicators that are achieved should be noted as 'Achieved'. For indicators that are off target, please ensure than an adequate justification is provided in the narrative."). In the absence of project milestones, some targets while reported off target are due to this report being one at the initial stages of the implementation phase, following the nine-month inception phase.

³ A quantitative measurement of complaints settlements reached through Safe and Fair Migrant Worker Resource Centre legal assistance.

Output Indicator	Baseline	Target	Results for the reporting period	Cumulative results since start of programme	On/Off Target
<p>2.2. Quality of service outcomes for WMWs experiencing VAW</p>			<p>n/a to be measured at endline</p>	<p>n/a</p>	<p>n/a</p>
<p>Specific Objective 3. Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved</p>					
<p>3.1. Index rating of public knowledge, attitudes and behaviours (KAP) towards WMWs in countries of destination</p>	<p>Geographical area: MY, TH, SG⁴</p>	<p>Geographical area: MY, TH, SG</p>	<p>n/a to be measured at endline</p>	<p>n/a</p>	<p>n/a</p>
<p>3.2. Number of governmental and civil society organizations implementing activities to protect the rights of women migrant workers in the ASEAN region.</p>	<p>0 governmental and civil society organizations (supported by SAF)</p>	<p>46 governmental and civil services organizations (supported by SAF)</p>	<p>155 govt. and CSOs⁵ (supported by SAF)⁶</p>	<p>486 govt. and CSOs (supported by SAF)</p>	<p>Achieved</p>

⁴ KAP data collected in 2018 survey. Public attitudes towards migrant workers in Japan, Malaysia, Singapore, and Thailand (Bangkok).

⁵ Of which 54 are new partners and 101 are continuing partners.

⁶ Note that this list includes trade unions, CSOs (inclusive of associations, academic institutions, mass organizations), and government organizations.

OUTPUT INDICATORS					
Outcome Indicator	Baseline	Target	Results for the reporting period	Cumulative results since state of Programme	On/Off Target
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.					
1.1.1. Number of policy and legislative instruments provided with technical support ⁷ from the ILO or recommendations from tripartite stakeholders and women migrants.	0 policy instruments	20 policy instruments	9 policy instruments	54 policy instruments	Achieved
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.					
1.2.1. Number of governments, employer, worker, human rights institutions and civil society representatives trained on implementation of gender-responsive policies and services for women migrant workers	0 training participants (supported by SAF)	10,000 training participants (50% women)	5,281 training participants (50% women) ⁸	11,609 training participants (60% women)	Achieved
1.2.2. Number of TVET institutions and skills training centers providing tailored skills training to women migrant workers in four countries	0 institutions (supported by SAF)	8 institutions or centres in at least 4 ASEAN countries	11 institutions in 3 countries ⁹	34 institutions in 3 countries	Achieved
Output 1.3: Opportunities for women migrant workers to organize at the regional, national and local level, to enhance safe and fair migration and address labour exploitation and gender-based discrimination is increased.					
1.3.1. Number of women migrant workers who join trade unions or are networked into migrant worker associations.	0 women migrants (supported by SAF)	5,000 women migrants	3,869 women migrants	10,474 women migrants	Achieved
1.3.2. Number of trade unions and migrant workers associations implementing cross border activities to address safe and fair migration, labour exploitation and gender-based discrimination of women migrant workers.	0 trade unions and migrant worker associations (supported by SAF)	6 trade unions and migrant worker associations	7 trade unions and migrant worker associations	23 trade unions and migrant worker associations ¹⁰	Achieved
Output 1.4: Access to authoritative information and integrated support services on fair labour migration, and risks of trafficking, exploitation and abuse is improved for women and members of their families, including through the use of innovative technology.					
1.4.1. Number of migrant women provided with support services	0 women migrants and family members (supported by SAF)	50,000 women migrants and family members ^{11 12}	26,139 women migrants and family members (of total 72,023 migrant workers and family members) ^{13 14}	56,865 women migrants and family members (of total 125,769 migrant workers and family members) ¹⁵	Achieved
1.4.2. Number of migrant women benefiting from legal aid programmes					
1.4.3. Number of migrant women benefiting from skills development/certification					
Output 2.1: Rights-based and survivor-centered approaches are integrated into laws, policies and practice on prevention and response to VAW to end impunity and improve women's access to essential services, including justice, with a focus on women migrant workers.					

⁷ ILO technical support for policy and legislative development includes technical comments, organizing consultations, advocacy and recommendations provided within research or policy briefs. Some of these are given in conjunction with other ILO projects and ILO technical specialists (see Output 1.1 for details).

⁸ NB. Number not necessarily mutually exclusive, as some stakeholders may go to more than one SAF training.

⁹ Four new TVET institutions in Cambodia, six continued TVET partnerships in the Philippines and one TVET partnership in Viet Nam.

¹⁰ Some of the trade unions and associations are overlapping as they have implemented cross-border activities across years.

¹¹ Baseline and target combined across all three Output 1.4 indicators as per prodoc.

¹² Please note that while the Indicator does not include family members, the Baseline and Target set in the Prodoc do, as does the Output language. Thus we give results for both, women only and totals with family members. The target of 50,000 includes family members.

¹³ Inclusive of IOM project with Muslim migrants and trafficked persons, which included 17 girls. Total beneficiaries in the IOM project, as well as in SAF more broadly, may include the same individuals across different years and across services provided, that is, the same person was assisted in 2020 and then assisted again 2021, and counted in both years.

¹⁴ SAF engaged men and boys in sharing information as VAW prevention and trafficking (unsafe migration) prevention, in quarantine centres, at MRCs, and as family members of WMWs who are integral in VAW prevention at home as well as (in some cultures) women's migration decision-making in families and communities. Men may not all be family members of women migrant workers, as this is hard to determine especially with regards to prospective WMWs.

¹⁵ Total beneficiaries in the programme are not mutually exclusive numbers and may include counts of the same individuals assisted with various services and in different years.

Outcome Indicator	Baseline	Target	Results for the reporting period	Cumulative results since state of Programme	On/Off Target
2.1.1.a. Number of laws and policies adopted or amended with UN Women inputs on rights-based and survivor-centered approaches.	0 law and policies (supported by SAF)	3 laws and policies ¹⁶	5 laws and policies	8 laws and policies ¹⁷	Achieved
2.1.1.b. Number of laws and policies on EAW provided with technical support/inputs by UN Women ensuring integration of rights-based and survivor-centred approaches	0 law and policies (supported by SAF)	6 laws and policies ¹⁸	2 laws and policies	4 laws and policies	On target
2.1.2. Number of countries with dedicated national strategies/action plans on eliminating VAW, which include women migrants	0 countries (with national strategies/plans supported by SAF)	3 countries ¹⁹	1 country	6 countries	Achieved
Output 2.2: Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral service provision that responds to the needs of migrant women workers is strengthened					
2.2.1. Number of information systems strengthened for women migrants who access support services (health, welfare, police, justice) for survivors of violence and trafficking	0 information systems (supported by SAF)	12 information systems	9 information systems	22 information systems	Achieved
2.2.2. Number of referral mechanisms for follow-up services for women migrants by front-line service providers	0 referral mechanisms (supported by SAF)	9 referral mechanisms across 6 countries	6 referral mechanisms across 4 countries	13 referral mechanisms across 4 countries	On target
Output 2.3: Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to provide access to information and services and prevent violence and trafficking of women throughout the migration cycle, including through the use of innovative technology.					
2.3.1 Number of users of community-based and women-led networks supported by UN Women active in preventing VAW and trafficking	0 users (supported by SAF)	2,750 users	37,370 users	113,823 users	Achieved
2.3.2 Number of women migrants who are provided with information by networks.	0 migrant women (supported by SAF)	7,500 migrant women	242,224 migrant women	325,413 migrant women	Achieved
Output 2.4: Capacity of front-line service providers (health, social and criminal justice) to provide quality, coordinated services and collect and use data ethically to respond to the needs of women migrants experiencing violence and trafficking is enhanced.					
2.4.1. Number of women migrants who receive assistance from front-line service providers	0 migrant women (supported by SAF)	2,880 migrant women	24,079 migrant women	30,234 migrant women	Achieved
2.4.2 Number of front-line service providers trained to handle women's protection/trafficking issues in a coordinated manner	0 front-line service providers (supported by SAF)	1,040 front-line service providers	1,225 front-line service providers ²⁰	4,723 front-line service providers	Achieved
2.4.3. Number of joint task forces (linking, for example, criminal justice, labour, immigration and VAW) established on women's protection/trafficking.	0 joint task forces (supported by SAF)	6 joint task forces	1 task force	14 task forces	Achieved
Output 3.1: Research, data and good practices on safe and fair labour migration for women, and violence that migrant women experience, are developed, shared and used to inform policy and programme development.					
3.1.1. Quality of participation of WMWs in international events.	0 blogs	10 blogs	3 blogs	11 blogs	Achieved
3.1.2. Number of media references to the content of knowledge products on women migrant workers.	0 media references	100 media references	41 media references	91 media references	On target

¹⁶ NB. This is an indicator of total number of laws and/or policies that move in a measurable positive direction.

¹⁷ The Implementing Rules and Regulations of the Republic Act No (RA) 11299 Act Establishing the Office for the Social Welfare Attaché, Philippines, was counted in SAF 1.1.1 in 2019 with inputs from SAF (ILO and UN Women). It was adopted in 2020 with inputs from SAF (ILO and UN Women). Given it is 'counted' twice across years, in the SAF cumulative cross-objective totals of inputs to law and policy change, it will only be counted one time to avoid double counting.

¹⁸ The timeframe for the target is between 2021 and 2022; the new indicator with the target value was set based on the recommendation from the mid-term evaluation.

¹⁹ NB. this is an indicator of the total number of NAPs that move in a measurable positive direction.

²⁰ NB. Number not necessarily mutually exclusive, as some stakeholders may go to more than one SAF training.

Outcome Indicator	Baseline	Target	Results for the reporting period	Cumulative results since state of Programme	On/Off Target
3.1.3. Number of research studies and knowledge materials produced and disseminated focusing on safe and fair labour migration, and violence against migrant women	0 research studies and knowledge materials	50 research studies and knowledge materials	34 research studies and knowledge materials (Additional 9 translations not included in count)	142 research studies and knowledge materials	Achieved
Output 3.2: Capacity of relevant ministries and national statistic offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.					
3.2.1. Percent of a complete sex- disaggregated dataset produced by governments on labour migration statistics	45% total datasets ²¹ (41% sex- disaggregated datasets)	65% total datasets (61% sex- disaggregated datasets) ²²	54% sex- disaggregated datasets	54% sex- disaggregated datasets	Making progress ²³
3.2.2. Number of government personnel, including (government) service providers, who have enhanced capacities to collect prevalence and/or incidence data on VAW, including women migrant workers, in line with international and regional standards	0 government personnel	300 government personnel ²⁴	81 government personnel	193 government personnel	On target
Output 3.3: Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking, and gender-based discrimination of women migrant workers.					
3.3.1. Number of persons reached through awareness-raising campaigns to change attitudes and behaviors towards women migrants.	0 stakeholders	500,000 stakeholders ²⁵	28,794,652 stakeholders	35,672,924 stakeholders	Achieved
3.3.2. Number persons reached through campaigns to address VAW, trafficking and gender-based discrimination of women migrant workers. ²⁶					

21 When SAF's baseline and target were set, the target and baseline of 45% and 65% were set based on all data sets in ILMS, not the sex-disaggregated data sets. Thus, in parenthetical brackets below are the re-calculated baseline of 41% and the target (keeping a range of 20 percentage points) of 61%. This re-calculation may need to be reflected in any changes made at the time of the mid-term evaluation.

22 When SAF set its baseline 11 of 19 total ILMS tables required sex-disaggregation. In 2019 the ILMS was revised so that all tables require sex-disaggregation. After the revision, however, in order to maintain a consistent measure for the SAF logframe, SAF is tracking only those same 11 original tables for its indicator.

23 As of end 2022, SAF has made progress; 13 percentage points has been reached out of the 20 percentage point baseline-target gap.

24 The timeframe for the target is between 2021 and 2022; the new indicator with the target value was set based on the recommendation from the mid-term evaluation.

25 Per 10 September 2019 Project Steering Committee, it was agreed that the targets and reporting for indicators 3.3.1 and 3.3.2 be merged for joint reporting.

26 Per 10 September 2019 Project Steering Committee, it was agreed that the targets and reporting for indicators 3.3.1 and 3.3.2 be merged for joint reporting.

Annex B

Risk Matrix

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?			
Risk Please include new risks, if any, denoting these with [New Risk]			Periodicity	Source for monitoring		
Contextual risks						
1. Many women continue to be denied mobility – out of their homes, shelters, countries of origin, workplaces and accommodations due to discriminatory and protectionist policies and cultural norms, also including in the context of the COVID-19 pandemic	Unlikely (2)	Minor (2)	Rolling	News reports, CSO partners and conversations with governments	With the reopening of borders for international travel and labour migration, mobility restrictions reduced. However, the programme continued to enhance capacities of national stakeholders to adopt safe technology-based solutions for remote service provision. The programme engaged duty bearers and youth in addressing negative stereotypes and narratives describing migrant workers as carriers of the virus and in need to be contained.	All countries in programme and RO team
2. Negative attitudes towards migrant workers continue to prevail. Perceptions of migrant workers as a potential virus carriers or taking away jobs meant for nationals during the pandemic contribute to formulation of policies and their implementation which restrict rights.	Likely (4)	Likely (4)	Rolling and end of programme	News reports, CSO partners, workers' organisations and end-line studies	Negative attitudes towards migrant workers which became higher in relation with COVID-19, as migrant workers are even more stigmatized and perceived as virus carriers, remained to a certain extent, despite the need for migrant workers due to shortage of work force. The economic downturn and loss of jobs in the informal economy further exacerbated risks for migrant workers. Communication efforts are ongoing for developing a positive discourse of women's migration and sharing the outcomes of the research to generate discussions. The Programme is engaging with media to build relations with sympathetic journalists, and with young people and public in general. Evidence-based campaigns to promote positive attitudes towards migrant workers and counter misleading rhetoric are being implemented.	All countries in programme and RO team
3. Civil society activists working on issues related to women's rights, labour rights and violence against women reported restrictions in freedoms of speech with risks of arrests, detention, violence in the Philippines, Myanmar et	Likely (4)	Moderate (3)			SAF continues to monitor the situation on the ground to support its CSO partners, and continued to engage CSOs from all ASEAN countries for strategic and implementation support through a significant number of meetings and trainings (mostly virtually), in addition to their participation in the programme's governance meeting. One of the CSO partners working on mapping of service provision could no longer continue the implementation in Myanmar so a new sub-partner was engaged in June 2022 to complete and close the activities. It was also decided to keep the mapping limited to relevant stakeholders in order to manage the political and security risks.	

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?			
Risk Please include new risks, if any, denoting these with [New Risk]			Periodicity	Source for monitoring		
4. COVID-19 increased the risk of VAW and trafficking experienced by women migrant workers, as well as lowered their access to services and the quality and quantity of labour migration opportunities for them, both leading to increased gender, class and other inequalities, poverty, and mental and physical issues.	Likely (4)	Major (4)	Rolling and end of programme	News reports, CSO partners, workers' organisations and research by SAF and other partners	SAF continued to advocate for maintaining or strengthening the availability of coordinated quality essential services for survivors of violence and trafficked persons in an emergency context like COVID-19. Support to CSO was also continued to provide remote and enhanced services through hotlines/WhatsApp, with translation services, to enhance WMW's access to information and referral services. SAF also enhanced skills of partners on the safe use of technology for remote service provision. High cost of regular labour migration contributes to increased irregular and undocumented migration and migrant smuggling. SAF's technical support to laws and policies includes the not passing fees and costs to migrant workers. SAF's advocacy is through the provision of technical inputs on national and regional COVID-19 strategies and action plans, the development of technical and policy briefs and research, as well as inputs at dialogues and consultations.	All countries in programme and RO team
Programmatic risks						
5. Certain sectors employing large number of women migrant workers, in particular domestic work still need better legal coverage	Possible (3)	Moderate (3)	Rolling	News reports, CSO partners, workers organisations and conversations with ASEAN governments	The programme continues its advocacy efforts to include rights of domestic workers in the law and ratification of ILC 189. SAF supported domestic worker groups' advocacy which continues to take place in Malaysia, and efforts to highlight issues of MDWs in Singapore. The programme continues to strengthen migrant domestic workers organizing through IDWF.	All countries in programme and RO team
6. Informal migration pathways are unlikely to be directly reached by government data collection and/or improved policy frameworks (when focused on documented migrants), leaving sometimes substantial proportions of women migrant workers unprotected or not benefitting from progress made against outputs carried out through government partnerships.	Possible (3)	Moderate (3)	Bi-annually	SAF research and dialogues with CSOs	Policy recommendations made by the programme include the needs of all women migrant workers. The programme prioritizes sectors that remain informal, such as domestic work. The programme is building capacities of front line service providers to provide services to all women migrant workers, including the undocumented. Through engagement with women's networks, the programme is including concerns of all women migrant workers, including undocumented and informal women migrant workers, in the programme initiatives. The programme is advocating for 'firewalls' (services given confidentially irrespective of status) so that all WMWS can access services, without being asked their migratory status.	All countries in programme and RO team

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal)	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?			
Risk Please include new risks, if any, denoting these with [New Risk]			Periodicity	Source for monitoring		
7. Country specific risk- Myanmar- The political developments in 2021 in Myanmar have resulted in shrinking of space for CSOs and partners in Myanmar to work with women migrant workers. The risks to CSOs and trade unions to work increased in 2022, resulting in near suspension of activities. One of SAF INGO partners withdrew from Myanmar. The environment has resulted in further regression in results achieved in 2018-2020.	Likely (4)	Major (4) in the context of Myanmar	Rolling	News articles and information from workers organisations and CSO partners	Given Spotlight's focus in ensuring the engagement of CSOs and women's movement in the initiative, the shrinking of CSOs political space in Myanmar and the difficulties experienced by CSOs in accessing resources remain a challenge for the effective and truly participatory implementation of the programme. Regular calls with the team in Myanmar were organized to monitor the situation. As per UNCT engagement guidelines in the country, the existing activities of each project had to be reviewed and scaled down/ reprogrammed, including in terms of geographical coverage; currently, SAF does not have any engagement with the government. The programme is prioritizing the engagement of women migrant workers, CSOs, CBOs and women's networks in all meetings/dialogues and forums organized at country and regional levels. More agreements with relevant CSOs are being signed but some partnerships had to be ended because of security risks for the partners.	RO team and management for Myanmar
8. Since 2022 was meant to be the last year in the implementation of the project, the project saw many staff transitions, which delayed implementation, coordination with partners for reporting	Possible (3)	Moderate (3)	Rolling	Team meetings	The RUNOs continued to seek solutions for staff replacement in line with the rules and regulations to ensure smooth continuity. Services of external technical consultants were sought to ensure technical coordination support, monitoring and reporting oversight.	RUNOs
Institutional risks						
9. Engagement of some relevant governments remains challenging.	Unlikely (2)	Minor (2)			The programme has had limited implementation in Brunei Darussalam	All countries and regional team
10. Monitoring of partners activities on the ground continued to pose a challenge due to presence of outbreaks/presence of covid in certain project countries and areas and increased risk of contracting covid during air travel	Possible (3)	Moderate (3)	Rolling	NPACs and regular meetings with these partners	SAF continued online support to partners, including through more extensive online trainings. Where possible, national staff had video calls , undertook missions to visit partners.	
11. ROLE OF UNODC: There has been limited allocation for UNODC engagement in the project document. This limits possibilities of activities specific to anti trafficking.	Possible (3)	Minor (2)	Quarterly	Discussions with UNODC	Discussions are ongoing on engaging more strategically with the technical staff of UNODC	Regional team and senior management of ILO-UNWOMEN-UNODC
Fiduciary risks						
12. Implementing partners continue to face challenges and often lack capacity or understanding on disbursement of funds and collecting necessary documentation, writing reports, including those which have a small team dedicated to project activities of SAF	Likely (4)	Major (4)	Rolling	Financial reports from partners and NPC monitoring role	The project has been continuously training partners on results reporting financial rules and regulations, permissible costs and need for documentation. This will be continued along with robust checks and continued trainings on due diligence checks.	All countries in programme and RO team

Annex C

CSO Engagement Report

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award (see explanation below table)
SAF Specific Objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks									
SAF Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.									
1	1.1	Center for Gender, Family and Community Development (GFCD)	National	\$10,709.76	ILO	Implementing Partner (IP)	Yes	New	Migrant women and girls
1	1.1	Jaringan Buruh Migran (JBM, Institute for ECOSOC Rights, Indonesia)	National	\$57,337.43	ILO	Implementing Partner (IP)	Yes	Existing	Migrant women and girls
1	1.1	Pusat Kajian Wanita Dan Gender UI (Center for Women and Gender Studies, University of Indonesia)	National	\$15,460.91	ILO	Implementing Partner (IP)			Migrant women and girls
SAF Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.									
1	1.2	Alliance of Independent Journalists (AJI)	National	\$9,247.52	ILO		No	New	Migrant women and girls
1	1.2	BBC Media Action	Regional (operates in at least two countries within same region)	\$140,000.00	ILO		No	New	Migrant women and girls
1	1.2	Migrant Forum in Asia	Regional (operates in at least two countries within same region)	\$68,946.00	ILO		No	Existing	Migrant women and girls
1	1.2	Atikha	Regional (operates in at least two countries within same region)	\$350,177.00	ILO		No	Existing	Migrant women and girls
1	1.2	Thailand Development Research Institute Foundations (TDRI)	National	\$235,496.15	ILO		No	Existing	Migrant women and girls
1	1.2	Raks Thai Foundation	National	\$152,984.06	ILO		No	Existing	Migrant women and girls, Adolescent girls, Women and girls from ethnic minorities and/or religious minorities, Other marginalised groups relevant in national context

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award (see explanation below table)
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SAF Output 1.3: Opportunities for women migrant workers to organise at the regional, national and local level, to enhance safe and fair migration and address labour exploitation and gender based discrimination is increased.

1	1.3	International Domestic Workers Federation (IDWF)	Regional (operates in at least two countries within same region)	\$363,096.00	ILO	Implementing Partner (IP)	Yes	Existing	Migrant women and girls
1	1.3	Justice Without Borders (JWB)	Regional (operates in at least two countries within same region)	\$49,391.00	ILO	Implementing Partner (IP)	No	New	Migrant women and girls

SAF Output 1.4: Access to authoritative information and integrated support services on fair labour migration, and risks of trafficking, exploitation and abuse is improved for women and members of their families, including through the use of innovative technology.

1	1.4	Cambodia Women's Crisis Centre (CWCC)	National	\$85,000.00	ILO	Implementing Partner (IP)	Yes	New	Migrant women and girls
1	1.4	Care International in Lao PDR	National	\$164,996.22	ILO	Implementing Partner (IP)	No	New	Migrant women and girls, Adolescent girls, Women and girls from ethnic minorities and/or religious minorities, Rural women
1	1.4	Village Focus International	National	\$79,345.50	ILO	Implementing Partner (IP)	No	Existing	Migrant women and girls, Women and girls from ethnic minorities and/or religious minorities, Rural women
1	1.4	Foundation for Education and Development (FED)	National	\$19,979.54	ILO	Implementing Partner (IP)	No	Existing	Migrant women and girls, Women and girls from ethnic minorities and/or religious minorities, Rural women
1	1.4	Samaritan's Purse	National	\$95,139.00	ILO	Implementing Partner (IP)	No	Existing	Migrant women and girls, Women and girls from ethnic minorities and/or religious minorities, Rural women
1	1.4	Persatuan Sahabat Wanita Selangor (PSWS, Malaysia)	National	\$194,834.31	ILO	Implementing Partner (IP)	Yes	New	Migrant women and girls
1	1.4	Tenaganita (Malaysia)	National	\$55,184.17	ILO	Implementing Partner (IP)	Yes	Existing	Migrant women and girls
1	1.4	Humanitarian Organisation of Migration Economics (HOME, Singapore)	National	\$612,511.98	ILO	Implementing Partner (IP)	Yes	Existing	Migrant women and girls
1	1.4	Peaceway Foundation (MWG, Thailand)	National	\$15,698.59	ILO	Implementing Partner (IP)	No	Existing	Migrant women and girls

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award (see explanation below table)
1	1.4	World Vision Foundation Thailand	National	\$199,669.70	ILO	Implementing Partner (IP)	No	New	Migrant women and girls
SAF Specific Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services									
SAF Output 2.1: Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to VAW to end impunity and improve women's access to essential services, including justice, with a focus on women migrant workers.									
2	2.1	Para sa Sining Collaboratory Inc.	National	\$33,026.08	UN WOMEN	Vendor	No	New	Migrant women and girls
2	2.1	Lawyers Beyond Borders Philippines, Inc.	National	\$14,295.13	UN WOMEN	Vendor	No	New	Migrant women and girls
2	2.1	Global Rights for Women	International	\$30,500.00	UN WOMEN	Vendor	Yes	New	Migrant women and girls
2	2.1	Monash University	International	\$192,793.50	UN WOMEN	Vendor	Yes	New	Migrant women and girls
SAF Output 2.2: Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral service provision that responds to the needs of migrant women workers is strengthened.									
2	2.2	Institute of Politics and Governance	National	\$74,500.00	UN WOMEN	Vendor	Yes	Existing	Migrant women and girls
2	2.2	TALIKALA (Philippines)	National	\$38,750.00	UN WOMEN	Vendor	Yes	Existing	Migrant women and girls
SAF Output 2.3: Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to provide access to information and services and prevent violence and trafficking of women throughout the migration cycle, including through the use of innovative technology.									
2	2.3	Quilt.ai	International	\$36,578.15	UN WOMEN	Vendor	No information available	New	Migrant women and girls
2	2.3	CARE International in Cambodia	International	\$249,500.00	UN WOMEN	Grantee	Yes	Existing	Migrant women and girls
2	2.3	Child Helpline Cambodia (CHC)	National	\$314,000.00	UN WOMEN	Grantee	No	Existing	Migrant women and girls
2	2.3	Yayasan Kalyanamitra	National	\$138,569.00	UN WOMEN	Grantee	Yes	Existing	Migrant women and girls
2	2.3	Yayasan Sapa	National	\$87,228.00	UN WOMEN	Grantee	Yes	Existing	Migrant women and girls
2	2.3	Perkumpulan Damar	National	\$58,803.00	UN WOMEN	Grantee	Yes	Existing	Migrant women and girls
2	2.3	Center for Migrant Advocacy (CMA)	National	\$78,864.00	UN WOMEN	Grantee	Yes	Existing	Migrant women and girls
2	2.3	Women's Legal and Human Rights Bureau (WLB)	National	\$81,500.00	UN WOMEN	Grantee	Yes	Existing	Migrant women and girls
2	2.3	Development Action for Women Network, Inc (DAWN)	National	\$40,562.00	UN WOMEN	Vendor	Yes	New	Migrant women and girls
2	2.3	Batis Center for Women Incorporated	National	\$18,900.00	UN WOMEN	Vendor	Yes	New	Migrant women and girls

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award (see explanation below table)
2	2.3	Likhaan Center for Women's Health Inc.	National	\$43,200.00	UN WOMEN	Vendor	Yes	New	Migrant women and girls
2	2.3	Coalition Against Trafficking in Women – Asia Pacific	National	\$29,200.00	UN WOMEN	Vendor	Yes	New	Migrant women and girls
2	2.3	Engadin Corporation	National	\$22,372.25	UN WOMEN	Vendor	Yes	New	Migrant women and girls
2	2.3	Foundation for Labour and Employment Promotion (FLEP)	National	\$419,845.04	UN WOMEN	Grantee	Yes	Existing	Migrant women and girls
2	2.3	Rights Beyond Border (RBB)	National	\$47,632.75	UN WOMEN	Grantee	Yes	Existing	Migrant women and girls
2	2.3	Women's Organisations Network of Myanmar (WON)	National	\$357,524.97	UN WOMEN	Grantee	Yes	Existing	Migrant women and girls
2	2.3	Institute for Social Development Studies (ISDS; Vien Nghien Cuu Phat)	National	\$96,010.68	UN WOMEN	Grantee	Yes	Existing	Migrant women and girls
2	2.3	National Association for Sikolohiyang Pilipino (NASPI or National Association for Filipino Psychology)	National	\$10,000.00	UN WOMEN	Grantee	Yes	Existing	Migrant women and girls

SAF Output 2.4: Capacity of front-line service providers (health, social and criminal justice) to provide quality, coordinated services and collect and use data ethically to respond to the needs of women migrants experiencing violence and trafficking is enhanced.

2	2.4	LEAD Women	National	\$29,473.00	UN WOMEN	Vendor	Yes	New	Migrant women and girls
2	2.4	Business for Social Responsibility (BSR)	International	\$108,000.00	UN WOMEN	Vendor	No	New	Migrant women and girls
2	2.4	Women's Aid Organisation	National	\$100,569.15	UN WOMEN	Vendor	Yes	Existing	Migrant women and girls
2	2.4	Miriam College Foundation Inc. (WAGI)	National	\$83,515.91	UN WOMEN	Vendor	Yes	Existing	Migrant women and girls
2	2.4	Center for Studies and Applied Science for Gender - Family - Women and Adolescents (CSAGA)	National	\$3,373.00	UN WOMEN	Vendor	Yes	Existing	Migrant women and girls

SAF Specific Objective 3: Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved

SAF Output 3.1: Research, data and good practices on safe and fair labour migration for women, and violence that migrant women experience, are developed, shared and used to inform policy and programme development.

3	3.1	Edge Effect	Regional (operates in at least two countries within same region)	\$160,006.00	ILO	Implementing Partner (IP)	Yes	New	LGBTQI persons, Migrant women and girls
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Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award (see explanation below table)
3	3.1	Mekong Migration Network/ Asian Migration Centre	Regional (operates in at least two countries within same region)	\$96,433.72	ILO	Implementing Partner (IP)	Yes	New	Migrant women and girls
3	3.1	Chulalongkorn University College of Public Health	National	\$143,107.00	UN WOMEN	Vendor	Yes	Existing	Migrant women and girls
3	3.1	Equality Institute	International	\$56,157.88	UN WOMEN	Vendor	Yes	Existing	Migrant women and girls
3	3.1	Middlesex University	International	\$14,899.50	UN WOMEN	Vendor	Yes	New	Migrant women and girls
SAF Output 3.2: Capacity of relevant ministries and national statistic offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.									
3	3.2								
SAF Output 3.3: Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking, and gender-based discrimination of women migrant workers.									
3	3.3	Project Liber8 (Onyx Charity Association of Selangor)	National	\$107,971.88	ILO	Implementing Partner (IP)	Yes	Existing	Migrant women and girls
3	3.3	Centre for Domestic Employees (contracted through National Trades Union Congress, Singapore) (CDE)	National	\$128,582.00	ILO	Implementing Partner (IP)	Yes	New	Migrant women and girls
3	3.3	University of the Philippines College of Mass Communication	National	\$10,600.00	UN WOMEN	Vendor	Yes	New	Migrant women and girls
3	3.3	Sidekick	Regional (operates in at least two countries within same region)	\$79,917.55	UN WOMEN	Vendor	Yes	Existing	Migrant women and girls
3	3.3	Winrock International (Implementing in Thailand)	International	\$2,000.00	UN WOMEN	Implementing Partner (IP)	Yes	Existing	Migrant women and girls
PROGRAMME MANAGEMENT COSTS (including pre-funding)									
PMC	PMC								
PMC	PMC								
TOTAL AWARDS TO CSOs				\$6,613,965.98					

Type of CSOs	<ul style="list-style-type: none"> - <u>International CSOs</u> operate in two or more countries across different regions. - <u>Regional CSOs</u> operate in two or more countries within the same region (i.e. Africa, Latin America, Asia, Caribbean, Pacific). In this case, a regional CSO is not one that operates in a particular region within one country. - <u>National CSOs</u> operate only in one particular country. - <u>Local and grassroots organisations</u> focus their work at the local and community level and do not have a national scope. They tend to have a small annual operational budget (for example, under USD \$200,000); to be self-organised and self-led; and to have a low degree of formality.
Award Amount	In this context, an “Award” is any financial grant, contract, or partnership agreement with a CSO.
Modality of Engagement	<ul style="list-style-type: none"> - <u>Implementing Partner (IP)</u>: Programmes may contract out particular activities for a CSO to implement. - <u>Grantee</u>: Programmes may issue a broad Call for Proposals to which CSOs submit proposals for grant funding. - <u>Vendor</u>: Programmes may engage with CSOs through a procurement process, such as purchasing services from a CSO or hiring a CSO for a training or other activities.
Sub-granting:	When a CSO issues grants to other CSOs who have submitted their own proposals for grant funding.
Sub-contracting:	When a CSO contracts another CSO to carry out part of its own contract with a RUNO as part of a pre-defined TOR.
Core institutional funding	The purpose of core institutional funding is not to finance the delivery of a programmatic activity, it also distinct from the overheads related to delivering said programmatic activity. It is usually used to support an organization’s overall institutional capacity covering general operations and core costs, such as paying staff salaries and office rent, buying equipment and ICT services, providing psychosocial support and health insurance for staff, to put in place new adaptative strategies and systems, or even to raise staff awareness and develop their capacities in technical areas. Institutional funding is multifaced and constantly evolving based on the organization’s needs.
Woman-Led and/or Women’s Rights Organisation (WRO)/Feminist CSOs	To be considered a “woman-led CSO,” the organisation must be headed by a woman. To be considered a “women’s rights or feminist organisation,” the organisation’s official mission/visions statements must reflect its commitment to addressing multiple/intersecting forms of discrimination and advancing gender equality and women’s rights. The organisation should aim to address the underlying drivers/systems/structures, including patriarchy and gendered power dynamics, that perpetuate EVAWG and gender based violence and work to transform these.
New or Existing Partner	(The rationale behind this question is to understand the extent to which RUNOs are expanding their outreach to CSOs beyond usual partners, giving opportunities to new CSOs) To be considered a “new partner”, the RUNO has not engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme. To be considered an existing partner, the RUNO has engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.
Primary Vulnerable/Marginalised Population Supported by Award	Under the principle of Leave No One Behind, Spotlight UN Country Teams are expected to ensure the representation of vulnerable and marginalised groups, including by engaging with CSOs that service or advocate for these groups. If the award covers several vulnerable or marginalised populations, select one population that is primarily served by the award.

Annex D

Innovative, Promising or Good Practices and Knowledge Production Reporting

Section A. Innovative, Promising and Good Practices

State of a practice: good practice or promising practice?

The following set of criteria will help you to determine whether a practice is a good practice:

	Innovation, experience	Promising practices	Good practices	Policy, principles, norms
Level of evidence	Minimal objective evidence, inferences from parallel experiences and contexts. Lessons learned need to be drawn.	Unproven in multiple settings, anecdotal evidence, testimonials, articles, reports. Existing lessons learned that need to be further elaborated.	Evidence of impact from multiple settings, several evaluations, meta-analysis, expert review, cost-efficiency analysis, good practice criteria. Lessons learned integrated.	Proven in multiple settings, replication studies, quantitative and scientific evidence.
Replicability potential and applicability	New idea, no previous experience, highest risk.	High risk, but potential for further investigation.	Demonstrated replicability, limited risk for replicability.	Consistently replicable, widely applicable.

Adapted from Hancock, J. (2003): *Scaling-up for increased impact of development practice: Issues and options in support of the implementation of the World Bank's Rural Strategy. Rural Strategy Working Paper, World Bank, Washington D.C.*

Guidance and Template on Innovative, Promising and Good Practices

As a **Demonstration Fund**, the Spotlight Initiative aims to demonstrate how a significant, concerted and comprehensive investment in ending violence against women and girls (EVAWG) and gender equality can make a lasting difference in the lives of women and girls and in the achievement of all SDGs. It is thus critical that innovative, promising and good practices, in the field of EVAWG and in the context of implementing a “new way of working”, have the **potential for adaptability, sustainability, replicability and scale-up**¹. This is both within the UN system and with various stakeholders to maximize the transformative potential of the Initiative. It is critical that these practices are documented and shared widely for uptake and continuous improvement to contribute to the evidence base and eliminate violence against women and girls.

This brief guidance and template ensures a common understanding of “Innovative, Promising and/or Good Practices” in the Spotlight Initiative. It provides a set of criteria to determine whether a practice is innovative, promising, or good, as well as a template for documentation. Please see the definitions below for further clarification.²

Definition of an Innovative Practice

An innovative practice is a new solution (method/idea/product) with the transformative ability to accelerate impact. Innovation can entail improved ways of working with new and diverse partners; can be fuelled by science and technology; or can involve new social and business models, behavioural insights, or path-breaking improvements in delivering essential services and products, among other solutions. It does not have to involve technology; most important is that innovation is a break from previous practice with the potential to produce significant positive impact.³

Definition of a Promising Practice

A promising practice has demonstrated a high degree of success in its single setting, and the possibility of replication in the same setting is guaranteed. It has generated some quantitative data showing positive outcomes over a period of time. A promising practice has the potential to become a good practice, but it doesn't yet have enough research or replication to support wider adoption or upscaling. As such, a promising practice incorporates a process of continuous learning and improvement.

Definition of a Good Practice

A good practice is not only practice that is good, but one that has been proven to work well and produce good results and is therefore recommended as a model. It is a successful experience that has been tested and validated, in the broad sense, has been repeated and deserves to be shared, so that a greater number of people can adopt it.

¹ Guidelines on good practices, UNHCR. 2019. Accessible here: <https://www.unhcr.org/5d15fb634>

² Good Practice Template, FAO. 2016. Accessible here: <http://www.fao.org/3/a-as547e.pdf>

³ Please refer to the “Spotlight Initiative Guidance on Innovation” for more information.

Title of the Innovative, Promising or Good Practice	INDONESIA – Strengthening monitoring mechanisms to prevent and address labour rights violations, exploitation including violence and harassment faced by women and men migrant workers during the new normal placement (adaptation to the new habit) – Promising practice
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	<p>The placement of labour migrants abroad, which had been temporarily suspended in 2020, recommenced in 2021. Indonesian migrant workers who are going abroad include those going to work in occupations such as domestic work, where they may be afforded inadequate protections, including limited access to healthcare and essential services, especially those related to COVID-19. To ensure that migrant workers' rights are protected during these placements, SAF jointly with the Ministry of Manpower and the Indonesia Migrant Workers Network (Jaringan Buruh Migran, or JBM) developed instruments for monitoring the compliance of key labour migration service providers in regard to the placement and protection of Indonesian migrant workers as per Ministry of Manpower Decree No. 294/2020 on the Implementation of Indonesia Migrant Worker Placement during the Period of Adaption to New Habits (New Normal). In 2021 SAF contributed to the drafting a guideline and monitoring tools for the Implementation of Ministry of Manpower Decree No. 294/2020 (which had been adopted in 2020). SAF also contributed to the drafting of standard operating procedures (SOP) for the Overseas Technical and Vocational Education Training Center, as well as an SOP for Private Placement Agencies on Provision of Services and Protection of Indonesia Migrant Worker during the New Normal. These SOPs adopt occupational safety and health (OSH) principles and follow a survivor-centred approach in their complaint and referral mechanisms for cases related to violence, harassment, human and labour rights violations, and COVID-19 infections, in collaboration with the Government and service providers. These SOPs were adopted in 2021 through the Director-General's Decree on Workforce Placement and Job Opportunity Expansion (Binapenta and PKK), Ministry of Manpower No. 3782 and 3783/PK.02.1/IX/2021.</p> <p>In 2022, SAF supported the strengthening of a monitoring instrument to ensure that private placement agencies and technical and vocational education and training (TVET) centres for overseas employment are complying with the SOPs that have been developed for the implementation of Ministry of Manpower Decree No. 294/2020. This instrument will be contextualized and used as a labour inspection checklist to measure the compliance of labour norms and standards of service by private placement agencies and TVET centres for overseas employment. Prior to the development of this checklist, the Government did not have specific monitoring or inspection tools for this purpose (that is, compliance by placement agencies and overseas TVET institutions).</p>
Objective of the practice	<p>Despite having laws that protect women migrant workers, there have been implementation gaps in effective protection. SAF has been supporting the Indonesian Government in developing gender-responsive guidelines on the provision of services as well as implementation mechanisms and monitoring tools for the effective protection of the labour and human rights of Indonesian women and men migrant workers.</p> <p>These tools serve to strengthen gender-responsive policies and services for the Implementation of Ministerial Decree No. 294/2020. They also enhance the participation of tripartite actors and key stakeholders, especially women migrant workers, in the process of adopting and implementing the Gender Guidelines for Law No. 18/2017 and Decree No. 294/2020.</p> <p>The SOPs for key service providers, specifically TVET operators and private placement agencies, and the Monitoring Tool on the Implementation of Decree No. 294/2020 have also been developed in consultation with stakeholders (including women migrant workers) and contributed to the adoption of principles found in the gender-responsive guidelines and gender-responsive case handling protocols for the Implementation of Ministry of Manpower Decree No. 294/2020.</p> <p>The critical need for these tools came to the fore in 2022, as there was a reported incident of five potential migrant workers jumping from the third floor of a TVET dormitory due to suspected human rights violations and violence during their stay at the TVET operator as they ostensibly received on-site training for overseas employment.</p>
Stakeholders involved	Key service providers, including: government, private placement agencies, TVET operators, trade unions, CSOs (Women Crisis Center) in Indonesia and destination countries (Taiwan (China), Hong Kong (China), Malaysia), the government One Roof Integrated Services Offices (LTSA), women migrant workers (prospective and returnee), Manpower Offices at the subnational level, village governments, migrant worker vloggers/YouTubers
What makes this an innovative, promising, or good practice?	The development of these tools is a promising practice because they – the guideline, SOPs, and monitoring instrument – were developed in a consultative and inclusive manner involving women migrant workers, CSOs, trade unions, private placement agency associations, and others. As the tools were developed, SAF provided technical assistance to the Government and providers of key services in developing the tools and built their capacity in applying/implementing the tools. These tools form a promising practice as they have the potential to become a good practice with time and as they are implemented.
What challenges were encountered and how were they overcome?	<p>The gender bias, stigma and discrimination faced by women migrant workers, and the paternalistic attitudes towards women migrant workers found among some duty bearers continued to be a challenge. Some stakeholders saw women migrant workers as lacking adequate capacity to voice their views and needed to be convinced to include women migrant workers during the development of the tools. SAF facilitated the participation of women migrant workers and their engagement with the Government. SAF made women migrant workers' participation as equal rights-holders in the process mandatory by setting a minimum quota for women's participation at 40 per cent. SAF also encouraged the Government to invite women migrant workers or their representative unions to the consultative meetings and related activities.</p> <p>Some stakeholders lacked understanding on labour migration issues, gender issues in labour migration, and/or the risks of violence and harassment faced by women migrant workers. Hence, SAF supported continuous capacity-development and knowledge-sharing initiatives, even as the development of the monitoring mechanisms continued.</p>

Outputs and Impact	<p>The guideline, monitoring checklist and SOPs were developed and adopted as part of the implementation of Ministerial Decree No. 294/2020. These tools are rights-based and gender-responsive, and they have been introduced to the Director of Labour Norms and Inspection in the Ministry of Manpower and therefore have the potential to be adopted by labour inspectors. The Guideline and SOPs were launched by Minister of Manpower. The full titles of these instruments are:</p> <ul style="list-style-type: none"> • The Guideline for Placement of Indonesian Migrant Workers during the New Normal for the Key Services Providers (integrated into Ministerial Decree No. 294/2020); • The Instruction for Developing Monitoring Teams and Tools (integrated into Ministerial Decree No. 294/2020); • Director-General Decree on Workforce Placement and Job Opportunity Expansion (Binapenta and PKK) No. 3782/PK.02.1/IX/2021 on Standard Operating Procedure for the Provision of Services and Protection of Indonesian Migrant Workers at Vocational training Centres for Overseas Employment (LPKLN) and the Dormitories during the Adaptation Period of New Habits; • Director-General Decree on Workforce Placement and Job Opportunity Expansion (Binapenta and PKK) No. 3783/PK.02.1/IX/2021 on Standard Operating Procedure for the Provision of Services and Protection of Indonesian Migrant Workers at Indonesian Migrant Worker Placement Companies (P3MI) during the Adaptation Period of New Habits. <p>Proper implementation of the SOPs and the guideline, in compliance with Ministerial Decree No. 294/2020, will ensure that Indonesian women migrant workers' rights are respected throughout the placement process. It will limit their exposure to OSH- and COVID-19-related health risks. The monitoring tool supports this impact.</p>
Adaptable (Optional)	<p>As seen above, the guideline and SOPs have been institutionalized through decrees (at the Ministerial and Director-General level, respectively), demonstrating that the Ministry of Manpower has adopted principles related to OSH and a survivor-centred approach in their complaint and referral mechanism.</p> <p>These principles can be adopted in other contexts in Indonesia, and can be used by other countries in labour migration management.</p>
Replicable/Scale-Up (Optional)	<p>While the tools have been institutionalized are national-level decrees that are specific to the country, they reflect the efforts that can be made to ensure the implementation of laws and policies, such as the Ministerial Decree No. 294/2020. The tools are replicable and adaptable for the following reasons:</p> <ul style="list-style-type: none"> • SAF carried out policy advocacy on the need for stronger monitoring tools and for gender-responsive approaches, and continued to build the capacity of policymakers/government officials on the importance of addressing the rights and needs of women and men migrant workers. Capacity-building trainings were conducted for 200 key service providers on developing policies and providing gender-responsive services to women migrant workers, as well as on mitigating the women migrant workers' risk of facing rights violations and violence and harassment during migration. • A virtual help desk was designed and materials were developed for the use of government officials in providing information and consultations to training participants as well as to service providers on the SOPs and how they should be implemented. A series of capacity-building sessions were provided to the key stakeholders in government, private placement agencies, private overseas TVET institutions, trade unions and NGOs on the importance of developing gender-responsive policies and services to protect the rights of Indonesian migrant workers. <p>H.E. Dr Ida Fauziah, Minister of Manpower, participated in several of the events, which reiterated Indonesia's high-level political commitment to the work being done by SAF. In various forums and meetings, the Minister mentioned several times the importance of ensuring gender equality for women, of initiating and utilizing gender-responsive policies and services, and of the need to identify the vulnerability of women to different forms of threats during the labour migration process. The Minister stated that despite Indonesian migrant workers, particularly women workers, having a positive impact on national social and economic development, they remain prone to threats of exploitation, abuse, and violation of their labour rights.</p>
Sustainable	<p>The initiatives are grounded in the work of the Government and have a high level of political support, strongly suggesting that they will be sustainable.</p> <p>During the development of the tools, SAF strengthened dialogue among the tripartite partners and larger civil society, and ensured collaboration among trade unions, NGOs and the Government in developing these tools. SAF also supported this process, facilitating the collaboration among different departments of the Ministry of Manpower and NGOs and private placement agencies and TVET institutions. In 2023, SAF will continue to support the Government of Indonesia in applying the SOPs to all private placement agencies and vocational training centres for Indonesian migrant workers, as well as government-run training centres.</p>
Validated (for a good practice only)	<p>The SOPs were launched by the Minister of Manpower, and they have been institutionalized through government decrees that have been adopted as policies. The guideline and the monitoring tool are mandatory and are embedded in Ministerial Decree No. 294/2020.</p> <p>There will be a ministerial team that will monitor the implementation of the SOPs.</p> <p>Good practices and positive outcomes resulting from this collaboration will be shared and disseminated by the Ministry of Manpower and the ILO to relevant stakeholders in both countries of origin and destination.</p>
Additional details and contact information	<p>Migrant Worker Network (JBM) National Secretary/Coordinator: Savitri Wisnuwardhani</p> <p>For more details, contact:</p> <p>Sinthia Harkrisnowo – sinthia@ilo.org Deepa Bharathi – bharathi@ilo.org</p>

Title of the Innovative, Promising or Good Practice	INDONESIA – Improving women migrant workers' access to coordinated quality services on VAW through SOP development – Innovative practice
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	<p>Very often, when women seek justice for being subject to violence, they experience revictimization and discrimination in the process. In 2003, the Indonesian Government introduced the Integrated Criminal Justice System for Responding to Violence against Women (Sistem Peradilan Pidana Terpadu Dalam Penanganan Kasus Kekerasan terhadap Perempuan, or SPPT PKKTP), which seeks to provide comprehensive and integrated procedures and services for those who have been victims of violence against women (VAW), requiring that different government agencies coordinate to provide services to VAW victims. In 2016, the National Development Planning Agency (Bappenas) adopted SPPT PKKTP as a national priority programme and piloted it in several areas, including Kepulauan Riau (also known as the Riau Islands¹).</p> <p>To support the implementation of the SPPT PKKTP in the Riau Islands, the Governor issued Gubernatorial Decree No. 66 of 2018 on the Integrated Service System for Women Subjected to Violence and in Conflict with Criminal Law. However, the implementation of the regulation was not optimal due to the absence of standard operating procedures (SOP) for stakeholders regarding the development and provision of services and referral mechanisms to women who have experienced VAW, as stipulated in the regulation. Furthermore, the implementation of the Decree did not take into consideration the geopolitical significance of the Riau Islands. The archipelago shares borders with Singapore and Malaysia, the two main destination countries for Indonesian migrant workers; as a result, many of the women who seek VAW-related services and support are women migrant workers who are stranded in or in transit to other destinations.</p> <p>SAF together with its partner Embun Pelangi Foundation (Yayayan Embun Pelangi, or YEP), a community-based organization that provides ending violence against women (EVAW) services at the community level, advocated with policymakers for the development and adoption of an SOP that would: (i) address the implementation gaps of Gubernatorial Decree No. 66/2018; (ii) make the roles and responsibilities of all agencies clear to follow; and (iii) ensure that the services being provided to women, including women migrant workers in transit, were responsive to their needs and particular situations.</p> <p>Initially, the proposal was only to develop the SOP, but after discussion, the stakeholders agreed that there was the need to update the regulation in line with the national context and the new roles and mandates of each department, as well as the need to mainstream the regulation within the local conditions of the Riau Islands.</p> <p>SAF facilitated the SOP consultations, bringing together key stakeholders such as government agencies and civil society service providers from multiple sectors (such as health, justice and social services). SAF supported YEP's process facilitation, ensuring local SOP ownership. SAF also ensured the participation of the National Commission on Violence against Women (KOMNAS PEREMPUAN) in the SOP design process. KOMNAS PEREMPUAN had initiated the integrated criminal justice system (SPPT PKKTP) at the national level, and they provided technical inputs into the provincial SOP and the subsequent Gubernatorial Decree No. 55/2022. At the national level, many of the departments involved in SPPT PKKTP were assigned new mandates and roles, which meant that the roles and mandates of the provincial-level departments evolved as well. The consultation process allowed stakeholders to understand and develop their roles and responsibilities jointly.</p> <p>The new Gubernatorial Decree No. 55/2022 addresses the gaps from the previous 2018 decree, including the need to include parties or institutions that can improve support service provision for victims of VAW, including women migrant workers. For example, the amended Decree now includes a role for the Transportation Department of the Governor's Office to provide services to women and girls who are victims of VAW and trafficking by providing improved access to transportation facilities to enable them to access services and follow legal proceedings. The transport department is included in the list of stakeholders who are responsible for providing support under the SOP.</p>
Objective of the practice	To increase greater access for women victims of VAW and trafficking, including women migrant workers, to essential services by developing an SOP for referral mechanisms.
Stakeholders involved	<p>The primary beneficiaries of this activity are women subjected to VAW and trafficking, including women migrant workers in Kepulauan Riau Province.</p> <p>The stakeholders involved comprised several institutions, as follows:</p> <ol style="list-style-type: none"> 1. Women's Affairs Department of the Government Office; 2. labour actors (including migration, labour departments, and the local agency of BP2MI); 3. Law enforcement agencies (police, prosecutor's office, court, lawyers); 4. Health Department; 5. Social Affairs Department; 6. Transportation Department (their inclusion in the new Decree is a result of the SOP); 7. Administration Department (their inclusion in the new Decree is a result of the SOP); 8. Government and community-based service providers; 9. Indonesian migrant worker protection agency; and 10. civil society (their inclusion in the new Decree is a result of the SOP).

¹ According to Wikipedia, the Riau Islands comprise a total of 1,796 islands scattered between Sumatra, the Malay Peninsula and Borneo, including the Riau Archipelago.

What makes this an innovative, promising, or good practice?	<ol style="list-style-type: none"> 1. The advocacy and subsequent development of an SOP for referral mechanisms for integrated VAW services became the basis for drafting and enacting a stronger government regulation that responds to the needs and protects the rights of women migrant workers, and incorporates a wider, more diverse group of government departments that extends beyond the more common set of actors that engage in ERAW protocols. This SOP includes labour and migrant worker actors, and brought forward new formal cooperation mechanisms due to the development of the SOP. 2. The new regulation – Gubernatorial Decree No. 55/2022 – emphasizes an archipelago-based service perspective as a strategy to capture the local context of Kepulauan Riau Province, which consists of many small islands. This regulation includes the roles of the transportation department, which will ensure victims and their families have accessible transport facilities when seeking essential services located on different islands. 3. The SOP of the referral mechanisms and services is the basis for implementing integrated services. 4. This SOP provides technical steps to implement survivor-centred services in service delivery.
What challenges were encountered and how were they overcome?	<p>Due to the absence of an SOP to support the implementation of the previous regulation (Gubernatorial Decree No. 66/2018), government agencies at the sub-national level found it difficult to implement national-level programmes. In addition, the unique geopolitical location of the Riau Islands was not considered. As a result, referral mechanisms for the provision of VAW services to women, including women migrant workers who were in transit, was not clear and not well coordinated.</p> <p>To overcome this, SAF supported the advocacy efforts of its programme partner YEP to develop an SOP for the implementation of the Decree. YEP has a good relationship with the provincial government, so communication and policy advocacy processes ran relatively well.</p>
Outputs and Impact	<p>As a result of SAF's support for the development of an SOP for referral mechanisms, the stakeholders drafted Gubernatorial Regulation No. 55 of 2022 on the Integrated Service System for Women Subjected to Violence and in Conflict with Criminal Law, which strengthens the implementation of the policy. It includes an SOP for referral mechanisms, and it requires further dissemination and socialization of the SOP, in addition to providing for SOP monitoring and evaluation to ensure that impact and implementation are in accordance with the spirit of the law.</p> <p>Decree No. 55/2022 was enacted in September 2022. SAF's inputs to the adopted SOP (which is an annex to the new Decree) include:</p> <ul style="list-style-type: none"> • The inclusion of some laws, including Law No. 18/2017 on the Protection of Indonesian Migrant Workers and Law No. 12/2022 on Sexual Violence Crime. • Provision in the Decree for capacity-building for service providers to implement the integrated services (Chapter 7, article c), and for conducting dissemination of integrated services (Chapter 7, article d). • Provision in the Decree for the roles of the Transportation Department (Chapter 14). • Objectives and scope of the SOP, starting from case complaints, services according to the needs of victims, legal processes and referral mechanism. • Definition and explanation of key terms used in delivering integrated services, such as the definition of VAW, referral, case conferences, and so on. • Key principles and code of conduct (the do's and the don'ts) for the service provider in delivering service, which includes taking a rights-based and survivor-centred approach. • Type of service provided. • Step-by-step flow of service and referral provided. • Key principles in conducting a referral mechanism. • Monitoring and evaluation. <p>As a result of the new Decree and the adoption of the new SOP, VAW services and referral mechanisms for women, including women migrant workers, will be improved and better coordinated.</p>
Adaptable (Optional)	<p>Yes, the practice is adaptable. Indeed, this practice is one based on adaptation, as it developed in part because of the recognition that local conditions needed to be better accounted for so that national level policy could be successfully executed at the provincial level. Through the involvement of civil society voices in SOP development, the SOP is responsive to women's specific needs in the province. The SPPT PKKTP should be developed in each province or district, including SOPs on referral mechanisms, to address the local needs and situations within those provinces and districts, as was done in Kepulauan Riau.</p>
Replicable/Scale-Up (Optional)	<p>Two other areas of the SAF programme have developed similar initiatives in Lampung and West Java Province, but these are still ongoing advocacy processes.</p>
Sustainable	<p>The following is needed to make the practice sustainable:</p> <ul style="list-style-type: none"> • YEP, due to the many years it has operated in the Riau Islands, has strong working relationships with local government and also is aware of the needs of the community and the women migrant workers who avail themselves of the services YEP provides. • SAF ensured that SOP development was done in consultation with all the relevant stakeholders, bringing in both civil society as well as new government agencies, whose inputs and support are needed to improve service provision to those who have experienced VAW. • Furthermore, the impetus for adopting the SPPT PKKTP at the provincial level comes from Law No. 23/2004 on Elimination of Domestic Violence; Law No. 13/2006 on Witness and Victim Protection; and Law No. 31 of 2014 on Witness and Victim Protection; Law No. 21 of 2007 on the Eradication of Trafficking in Persons, which call for integrated service provision. Along with discussing the SOP and amendments to the governor's regulation at the national level, Law No. 12/2022 on Sexual Violence Crime is also being discussed and referred to.

Validated (for a good practice only)	The new Gubernatorial Decree No. 55/2022 was passed on 12 September 2022. The SOP is part of the decree, outlining how the Decree will be implemented.
Additional details and contact information	Two other areas of the SAF programme have developed similar initiatives in Lampung and West Java Province, but these are still ongoing advocacy processes.
Title of the Innovative, Promising or Good Practice	PHILIPPINES – Establishment of Pinay Careworkers Transnational (PINAY) in 2022, the first-ever transnational federation of Filipino domestic and care workers unions and associations – Promising practice
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	<p>The founding of Pinay Careworkers Transnational (PINAY) on 16 December 2022 in Quezon City, Philippines, is an innovative practice. PINAY is the first-ever transnational federation of Filipino domestic and care workers unions and associations, with member organizations in seven countries/nine regions.</p> <p>This federation is a breakthrough achievement and brings together Filipina domestic workers' (migrant and local) and careworkers' unions/associations based in Malaysia, Hong Kong (China), Macao (China), Taiwan (China), Kuwait, Jordan, Bahrain, Qatar and the Philippines. The combined number of members of the founding organizations is more than 7,000.</p> <p>The work of PINAY is to represent, advance and advocate for the rights, welfare, interests and agenda of domestic and care workers in particular, and of women, migrants and workers in general. Domestic work and care work are a sectors dominated by women, including large numbers of women migrant workers, who often work in isolation inside the homes of employers. As such, organizing and empowering domestic workers and care workers represents an important strategy for gaining them access to support services. Being part of a union is also important for collective bargaining.</p> <p>It must be noted that the formation of PINAY in 2022 represents the culmination of a long process. The trade union SENTRO (formerly the Alliance of Progressive Labor), started the groundwork for PINAY in 2004 when it partnered with the Asian Migrant Center (AMC) and Migrant Forum in Asia (MFA) as well as the Hong Kong Confederation of Trade Unions in mainstreaming and expanding social movement trade union work among Filipino and other Asian migrant workers in Hong Kong, China. Afterwards, organizing work and the networking of domestic worker/care worker groups expanded to other countries and territories. SAF has been supporting the process since 2019. Therefore, the founding of PINAY is a milestone after more than 18 years of persistent and challenging grassroots organizing and trade union work among OFW domestic and care workers abroad, as well as among local domestic workers in the Philippines.</p>
Objective of the practice	<p>The key objectives of PINAY are:</p> <ul style="list-style-type: none"> • to build a strong, self-organized, representative organization and trade union of Filipino domestic workers (migrants and local) and care workers, particularly women; • to organize, unionize, build leadership and individual and organizational capacity, and promote the collective bargaining and representation of domestic and care workers; • to spearhead, represent, promote, advocate and advance the rights, welfare, interests, agenda and advocacies of PINAY for domestic and care workers, in particular, and for women migrants and workers in general; • to build solidarity with Philippine and international labour and trade unions and social movements in pushing shared interests and advocacies. <p>On 16 December 2022, in its Founding Congress (supported by SAF), PINAY was formally established as the first-ever transnational union of Filipino domestic and care workers.</p>
Stakeholders involved	Filipino domestic and care workers abroad and in the Philippines; Migrant and local domestic workers and care workers in general; Most of them are women.
What makes this an innovative, promising, or good practice?	While organizing workers is not a new approach, the formation of PINAY is an innovative practice, because for the first time, trade unions of migrant and national domestic and care workers in multiple countries have formed an association. The association will serve as an important means to empowering Filipino women domestic workers – nationals and migrants alike. The formation of PINAY entails an improved way of working with diverse partners, and involves pathbreaking improvements in delivering information and support services to migrant and national domestic and care workers.
What challenges were encountered and how were they overcome?	<p>Challenges: Self-organizing/unionization of overseas migrant workers, especially domestic workers, represents a tremendous challenge due to long-standing legal, structural and procedural obstacles preventing or hindering the unionization of migrant works and of domestic and care workers.</p> <p>Sustaining/maintaining individual domestic worker organizations in several physically separate jurisdictions means it is difficult to financially, organizationally and politically maintain, expand and finance these organizations.</p> <p>Overcoming these challenges required the collective effort of the concerned organizations, but thanks to the 18 years of experience developed since SENTRO kicked off the organizing process in 2004, the above challenges could be effectively managed/mitigated. Building union consciousness – including the payment of regular union dues – was essential in developing domestic and care worker organizations as sustainable trade unions. Finally, the desire to ensure that these separate domestic and care workers' organizations are linked/networked and part of a federation affiliated with supportive trade unions in countries of destination while retaining links with trade unions in the Philippines led to the formation of PINAY. Technical, logistical, solidarity/advocacy, and/or financial support from partner unions, donors and supporters helped further strengthen organizing/union work.</p>

Outputs and Impact	PINAY marks a landmark strategy in unionizing/organizing domestic workers and care workers, by leveraging their presence in various destination countries and by overcoming/sidestepping administrative/procedural restrictions (such as migrants/domestic workers not being recognized or allowed to registered as unions/associations in countries of destination). With PINAY as a registered/recognized trade union federation based in the Philippines, the various Filipino domestic worker and care worker organizations become trade union chapters both in and outside the Philippines. This is a model of unionism that can work globally for other nationalities.
Adaptable (Optional)	PINAY and its founding partners hope to showcase PINAY as model/inspiration for other nationalities to form similar transnational unions so that this becomes a globally mainstreamed strategy.
Replicable/Scale-Up (Optional)	This is a model of unionism that can work globally for other nationalities. PINAY and its founding partners hope to showcase PINAY as model/inspiration for other nationalities to form similar transnational unions so that this becomes a globally mainstreamed strategy.
Sustainable	PINAY was founded as a trade union federation. At its core is self-reliance and regular collection of union dues as the lifeblood that sustains the transnational union. Solidarity partnerships with other trade unions, UN agencies and donors can provide additional resources (technical, relational/linkages, logistics and/or financial support) to help with long-term institutionalization, expansion and strengthening of the transnational union.
Validated (for a good practice only)	N/A
Additional details and contact information	<p>The Founding Congress (16–17 December 2022) was organized by SENTRO (trade union centre in the Philippines) and LEARN (labour support centre) with the support from ILO Safe and Fair, the International Domestic Workers Federation (IDWF), LO Norway, and the German trade union DGB-BW.</p> <p>During the Founding Congress, the constitution and by-laws of the transnational union and its strategic plan and objectives were adopted. The founders also agreed to use the name Pinay Careworkers Transnational (PINAY) to highlight the federation's three most important characteristics: (i) it is composed of domestic and care workers; (ii) it federates their organizations across several destination countries and includes the Philippines as country of origin; and (iii) members are predominantly women ("pinay" is colloquial for "Filipina", meaning women Filipinos).</p> <p>For more details, contact: Rex Varona – varona@ilo.org Deepa Bharathi – bharathi@ilo.org</p>
Title of the Innovative, Promising or Good Practice	THAILAND – Building the capacity of champions on the ground: The role of GBV taskforces and migrant volunteers to protect and promote women migrant workers' rights and opportunities – Promising practice
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	<p>Women migrant workers, especially those who are undocumented, or those who accompany their partners (and thus are not registered as official migrant workers) can often be an overlooked group of migrant workers. In Thailand, SAF has utilized different strategies to engage with women migrant workers to protect and promote their rights regardless of their migrant status. Two such strategies involve: (i) strengthening the capacity of gender-based violence taskforces (GBV taskforces) to support women migrant workers on the ground; and (ii) recruiting migrant volunteers and building their capacity to provide information and referral support to their peers, especially in hard-to-reach communities such as migrant workers who work and live in construction camps.</p> <ul style="list-style-type: none"> In 2021 and 2022, SAF established GBV taskforces in Bangkok, Chiang Mai and Mae Sot to address violence against women migrants and girls in the three targeted areas; these GBV taskforces consist of essential GBV service providers (health, social and justice) from local government and NGOs. SAF has provided financial and technical support to the GBV taskforces to strengthen their capacities on GBV response, coordinated services, and international standards and instruments concerning the ending of violence against women (EVAW). The GBV taskforces have been advocating for policy changes that would allow undocumented women migrants subjected to violence to receive compensation funds. Prior to this, undocumented migrant workers were denied this right due to the internal policies of the Ministry of Justice, even though the Compensation Act itself does not discriminate against them. <p>Since 2021, SAF and its partners have built the capacity of migrant volunteers to become agents of change in their peer groups, so that they are able to provide accurate information about health, COVID-19 prevention measures and rights to migrant workers in their communities. The trained migrant volunteers have become focal points in providing support to their communities, especially during the COVID-19 lockdowns, when migrant workers were completely cut off from external support. Migrant volunteers imparted trainings on health safety and COVID-19 prevention, while also providing referral information. As of 2022, the migrant volunteers have also been empowered to participate in existing provincial mechanisms, especially in the case of village health volunteers and public health officials.</p>
Objective of the practice	The goal of the GBV taskforces in Bangkok, Chiang Mai and Mae Sot are to coordinate and jointly respond to violence against women, with a focus on women migrant workers, using approaches that are gender-responsive and migrant-friendly. Prior to the setting up of the GBV taskforces, women migrant workers faced intersecting barriers to and discrimination in accessing essential services (health, social and justice) due to their gender, nationality, race and immigration status. There was no available data of how many women migrant workers were able to access GBV services. The GBV taskforces seek to improve referral services, and exchange information to advocate for policy and legal changes to better respond to violence against women migrants at the grassroots level. Through their expertise, consistent policy advocacy and engagement with the relevant government authorities, the GBV taskforces have successfully pushed for a rights-based approach to policy implementation, ensuring that women migrant workers can benefit from legal protections, regardless of their migrant status.

	<p>Through its civil society partners (Raks Thai Foundation and World Vision Foundation Thailand) and government partners (Ministry of Public Health, Ministry of Social Development and Human Security, and Ministry of Labour), SAF has built the capacity of migrant volunteers on labour rights, work safety measures, public health information, and COVID-19 safety information so that:</p> <ul style="list-style-type: none"> • They can impart trainings on these topics to their peer groups; thus making migrant workers aware of important issues in a manner (and language) that is accessible to them. • They can be resource points on referral information, and act as a liaison between public health authorities and migrant worker communities.
Stakeholders involved	<p>Women migrant workers (documented and undocumented); Government and non-government service providers at the local level.</p>
What makes this an innovative, promising, or good practice?	<p>The use of GBV taskforces is a promising practice because it demonstrates how such networks, when capacitated, can undertake policy advocacy in a concerted and coordinated manner. Since the establishment of the GBV taskforces, SAF has provided them with regular support to build their networks and strengthen their capacity on the topics of VAW, violence against women migrant workers, coordinated services, and international standards to respond to GBV (including CEDAW), as well as providing a technical brief to support the policy advocacy of the GBV taskforces. The result of these activities is not only the improved capacity and the awareness of the GBV taskforces on GBV and international standards, but also strengthened coordination of services and policy advocacy across the GBV taskforces. When the opportunity arose for advocacy, the GBV taskforces across Bangkok, Mae Sot and Chaing Mai quickly took measures to coordinate and implement advocacy actions.</p> <p>Community engagement via migrant volunteers is a promising practice because migrant volunteers are a trusted source of information in their communities and they can disseminate and communicate information in the local language of those communities. When trained properly, migrant volunteers can impart valuable information on labour rights, complaint mechanisms, access to services, visa regulations, reproductive health, GBV and human trafficking. And when faced by a public health crisis (such as COVID-19), migrant volunteers can support health officials in distributing information and PPE materials, and provide referral support to other migrant workers who need assistance. Through training, migrant workers build their own capacity and leadership abilities, empowering them to take on more active roles in their community.</p> <p>Quotes from migrant workers:</p> <p><i>“We want to take care of our community and share with them health-related information.”</i></p> <p><i>“We saw our friends working as a volunteer. We saw them telling others how to deal with COVID-19 situation – be it self-prevention practices or migrant-related regulation. We saw them providing others with PPE and relief kits. It indeed is inspirational. It did inspire us to want to be like them.”</i></p>
What challenges were encountered and how were they overcome?	<p>Discriminatory attitudes among policymakers and practitioners in government represent the great challenge throughout the process of establishing and capacitating the GBV taskforces. SAF used a diplomatic and tactful communication approach, while standing firm in taking a human rights-based approach under CEDAW and other international standards while advocating for the rights of women migrant workers subjected to violence in accessing EVAW services, including the compensation fund, regardless of their immigration or other status.</p> <p>The current GBV taskforces in Bangkok, Chiang Mai and Mae Sot were led by SAF-supported NGOs, such as the Foundation for Labour and Employment Promotion in Bangkok, the MAP Foundation in Chiang Mai, and the Migrant Women Project in Mae Sot. These are organizations that have both a strong presence in the community as well as a good track record of engaging with the government authorities. SAF provided them with technical and financial support, so that they can continue to support women migrant workers, including through the provision of legal aid.</p> <p>Migrant workers are often wary of government authorities, as many have experiences of being mistreated or have heard about community members being detained and deported. Lessons learned also indicate that migrants are enthusiastic about participating in strengthening public health responses in their communities, but need to work through civil society partners that they trust. Migrant workers also face language barriers when trying to access information and services in countries of destination, yet they have a critical need to learn about labour rights and regulations and grievance mechanisms. Migrant volunteers can play a crucial role to mitigate these challenges, provided they receive proper training as well as support from local stakeholders, such as the provincial health mechanisms, to guide and assist them.</p>
Outputs and Impact	<p>In 2022, GBV taskforces in Bangkok, Chiang Mai and Mae Sot engaged in capacity-building on GBV for 143 frontline professionals, provided information on GBV prevention and response to 1,371 migrant workers, and provided coordinated GBV services and referrals to 90 women migrant workers. GBV taskforces in Bangkok, Chiang Mai and Mae Sot collaborated and coordinated on both service provision and policy advocacy. For example, an undocumented women migrant who accessed the services provided by the GBV taskforce in Chiang Mai was referred to a legal service provided by the GBV taskforce in Bangkok; her appeal to the court to receive compensation from her employer was successful, with the court's ruling affirmed her right to the compensation fund. This outcome galvanized the GBV taskforces to undertake advocacy actions campaigning for the inclusion of all women migrant workers (including undocumented workers) in the compensation fund. Their advocacy resulted in the abolishing of a discriminatory policy of the Ministry of Justice that had previously barred undocumented migrants subjected to violence from accessing the State's compensation fund.</p> <p>More than 400 women and men migrant workers have been trained as migrant volunteers. Trained migrant volunteers have performed their duty as community focal points to prevent and protect migrant communities from further spread of the COVID-19 outbreak, as well as provided information and consultation related to migrant-related rights and regulations. In the construction camps, migrant workers, especially women migrant workers, have learned about reproductive health, OSH safety measures, labour rights and COVID-19 precautions. The migrant volunteers have fostered trust between migrant workers, the local authorities, and Migrant Worker Resource Centres (MRCs).</p>

<p>Adaptable (Optional)</p>	<p>The understanding of GBV taskforces and CSOs on relevant international standards in response to violence against women migrant workers and their access to technical support for policy advocacy are the keys to the successful intervention for policy change. The legal and policy advocacy intervention strategy should not just engage with target groups, but also build the awareness and capacity of the stakeholders, particularly, NGOs, and CSOs.</p> <p>For the migrant volunteer practice, migrant volunteers' leadership and training skills can be adapted to other topics, and to migrant workers in other sectors.</p>
<p>Replicable/Scale-Up (Optional)</p>	<p>The work of GBV taskforces could be replicated in other territories that are home to women migrants. Taskforces can also be established in countries of origin.</p> <p>The migrant volunteer network can be expanded to other areas and provinces; knowledge sharing between province or across multiple sectors should also be made possible. Migrant Volunteers on Health and Interpretation (MVHIs) can also be working with Thai health volunteers in their areas.</p>
<p>Sustainable</p>	<ul style="list-style-type: none"> • Grassroots-level organizations play a vital role in their communities. Due to their proximity to the ground, they are able to undertake concrete advocacy actions. Their capacity on relevant international standards (such as CEDAW and the CEDAW Committee's General Recommendations), national legal frameworks, good practices exchanges, and policy advocacy skills should be sustained and further strengthened. • GBV networks in other provinces sharing borders with countries of origin should be scaled up. • GBV taskforces need support to develop funding proposals to continue their activities in the long-term, as well as to improve their operational management practices. • Most of the migrant volunteers have Thai language skills, which allows them to interact with the authorities. Thai language trainings need to be enhanced in migrant worker communities so that more migrant workers volunteer for the trainings and take on community roles. • Areas of collaboration should be discussed and agreed between local government stakeholders and migrant volunteers, as well as other migrant networks. Those migrant volunteers who provide health information should be integrated into the provincial health system in the same manner as Thai health volunteers. This way they can receive remuneration and benefits. • While it is not necessary for all provinces to have migrant volunteers, they are indeed crucial for those provinces with large numbers of migrant workers. <p>Employers and employers' associations should be engaged as part of the migrant volunteer networks and be involved in the mapping of potential areas of collaboration, since they can play crucial role in providing support and protection to migrant workers' rights and health.</p>
<p>Validated (for a good practice only)</p>	
<p>Additional details and contact information</p>	<p>For more details, contact: Karnmanee Thanesvorakul – thanesvorakul@ilo.org Kohnwilai Teppunkonngam – k.teppunkoonngam@unwomen.org Deepa Bharathi – bharathi@ilo.org Melissa Alvarado – melissa.alvarado@unwomen.org Aisha Mukhtar – aisha.mukhtar@unwomen.org</p> 
<p>Title of the Innovative, Promising or Good Practice</p>	<p>SOUTH and SOUTH-EAST ASIA – Prevention of Gender-Based Violence and Harassment against Women Migrant Workers in South and South-East Asia – Promising practice</p>
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?</p>	<p>Women migrant workers are major economic forces contributing to the prosperity of origin and destination countries. This positive force, however, is dampened by gender-based violence and harassment, which has been well-documented across the South and South-East Asia regions. Women migrant workers face various forms of GBV and harassment and from various perpetrators. This includes physical, psychological, sexual and economic violence from intimate partners (and sometimes extended family members), recruiters, employers, authorities in transit and destination countries, service providers and even the general public.</p>

	<p>Efforts to address these grave violations have advanced over the years, namely in the areas of: improved documentation and increased awareness of the pervasiveness and the context(s) of the problem; legal and policy reforms at the international, regional and national levels to address safe migration, labour standards, gender equality, GBV and harassment; and the improved delivery of coordinated multi-sectoral services. While celebrating this progress, gaps remain in the implementation of rights-based laws and policies, as well as in the actions that can serve to stop the abuse before it occurs. Prevention strategies that are more gender-transformative in nature – those that tackle the underlying power inequalities and the discriminatory social norms that drive inequality between men and women (and especially women migrant workers) and that drive gender-based violence and harassment are still nascent and evolving.</p> <p>In order to address this gap, the SAF programme embarked on a first-ever consolidation of the knowledge base detailing what factors specific to the South and South-East Asia regions increase the risk of victimization and perpetration throughout the migration cycle (that is, pre-departure, transit, in countries of destination, and upon return and reintegration) in order to articulate the strategies needed to mitigate these risks and stop abuse from occurring in the first place. The consolidated knowledge base and policy-friendly framework drew on the vast literature base from the region, as well as extensive in-country consultations among stakeholders to ensure that the most comprehensive and up-to-date information was captured and validated. As the first phase has been completed, the process of sensitizing country and regional stakeholders is continuing, with aims to develop evaluable multipronged, multi-stakeholder prevention strategies at national and cross-national levels.</p>
Objective of the practice	<p>The goal was to develop a framework to prevent GBV and harassment against women migrant workers that articulates knowledge-based strategies for and validated by different stakeholders (independently and in concert with one another) at regional, national and cross-national levels to mitigate the risks that make it more likely that women migrant workers will be victimized and that perpetrators will commit violence. This work highlights the complexities and unique approaches that are required to prevent GBV and harassment alongside the necessary response mechanisms that must be in place for when abuse does occur.</p> <p>The consolidated framework was aligned with the SAF and Governance of Labour Migration in South and South-East Asia (GOALS) programmes, contributing directly to the following objectives/outputs:</p> <ul style="list-style-type: none"> • Objective 2 (SAF): Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services. • Output 2.3 (GOALS): Regional frameworks and guidelines on reintegration are developed and adapted for operationalization at the national level.
Stakeholders involved	<p>The process was led by UN Women with the ILO out of the Regional Office for Asia and the Pacific, and included the active participation of the IOM and UNODC from South Asia. Stakeholder consultations were undertaken with over 125 CSOs, governments, NGOs, trade unions and independent experts from Bangladesh, Cambodia, India, Indonesia, Malaysia, Nepal, the Philippines, Sri Lanka, Thailand and Viet Nam.</p>
What makes this an innovative, promising, or good practice?	<p>An evidence-based global framework to prevent violence against women and girls (RESPECT Women: Preventing Violence against Women and Girls) was launched in 2019, articulating the risk and protective factors for intimate partner violence and non-partner sexual violence. While this was a landmark development in the broader field of GBV, its applicability to women migrant workers, who face multiple forms of violence from multiple perpetrators across different spaces and contexts, is limited. This endeavor under SAF was the first (globally) to articulate a context-specific framework to prevent GBV and harassment for women migrating for work.</p>
What challenges were encountered and how were they overcome?	<p>Gender and gender-based violence concepts can be challenging for non-gender experts and proved to be weakly understood by some stakeholders. This required additional time to be allotted during consultations for the exploration of such concepts in order to ground the framework in a shared understanding. A facilitator's guide was pre-emptively developed, accompanied by a training for facilitators in order to ensure that content resonated in their respective languages, to jointly brainstorm/troubleshoot any potential issues that might arise, and to review facilitation tips for the smooth running of sessions with diverse audiences.</p>
Outputs and Impact	<p>The Framework has been widely consulted and was very well received following the launch (4th quarter of 2022), with expressions of interest to utilize the strategy in several countries.</p>
Adaptable (Optional)	<p>The intention is to explore piloting and testing multi-pronged strategies with multiple stakeholders in order to evolve practice-based knowledge and evidence within and across countries – noting that this depends on resources available.</p>
Replicable/Scale-Up (Optional)	<p>Other regions where large numbers of women migrate for work may also benefit from the process and structure of this endeavour.</p>
Sustainable	<p>Piloting/testing and evaluating multi-pronged strategies with multiple stakeholders across countries will require the involvement of GBV, migration, and monitoring and evaluation experts with sufficient funds for planning and execution.</p>
Validated (for a good practice only)	<p>Consultations validated the risk factors, protective factors and strategies to prevent GBV and harassment against women migrant workers; however, comprehensive programmes or those that target multiple risks simultaneously across borders have yet to be implemented and evaluated.</p>
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Section B. Knowledge Production

A Knowledge Product converts uncaptured knowledge, experience, lessons learned and cutting-edge expertise on a specific topic or derived from implementation into a learner-oriented product.

A learner-oriented product is structured in a practical way that allows the reader to clearly understand and retain the knowledge being provided. Knowledge Products play a key role in advancing the Initiative's Knowledge Management Strategy to document, analyze and disseminate knowledge, as well as capture lessons learned and innovative, promising and good practices. As such, a Knowledge Product can be understood as an output and a key asset for the success of Spotlight Initiative.

Types of Knowledge Products include the following:

- Assessments
- Research Papers
- Brochures
- Capacity Development Modules
- Guidance note
- Tools
- Infographics
- Magazines/Newsletters
- Policy Briefs
- Position Papers/Thematic Strategy Briefs
- Briefs/Factsheets

For more information, please refer to the Spotlight Initiative Knowledge Products Guidelines available [here](#).

Title of Knowledge Product	Product Type(s)	Brief Description & Purpose	Date completed/published or expected to be	Link to knowledge product (if available)
"Safe and Fair: Realizing women migrant workers' rights and opportunities through the SDGs" (Briefing on SDGs relevant to women migrant workers)	Briefs/Factsheets	This brief analyses how ensuring safe and migration for women migrant workers can contribute to achieving the SDG goals, especially the Goals 5 (Gender Equality), 8 (Decent Work and Economic Growth), 10 (Reduced Inequality) and 16 (Peace, Justice and Strong Institutes), and how the Safe and Fair Programme will respond to the issue.	2018	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2019/07/saf_-_sdg-compressed.pdf?la=en&vs=4452
Ten Background papers for all countries of implementation, which informed the Consultative Dialogues and work planning	Background paper	Background papers to inform SAF's work	2018	
"Safe and Fair: Report on Programme Coordination with National and Regional Bodies" (Mapping of relevant actors for national coordination)	Mapping document	Mapping of relevant actors for national coordination for implementing SAF's activities	2018	
Technical background paper and report on the Safe and Fair "Regional Planning Meeting for Promoting Women Migrant Workers' Rights through Organizing in ASEAN"	Research paper/ Background paper	The report centres around women migrant workers' freedom of association and collective bargaining, identifies the challenges to their organizing, and puts forward recommendations to strengthen women migrant workers' leadership and participation in labour organizations.	2018	https://www.ilo.org/asia/publications/WCMS_717419/lang--en/index.htm

Report on the Safe and Fair “Regional Meeting on Changing Attitudes and Behavior Towards Women Migrant Workers in ASEAN”	Research paper/ Workshop Report	This report sets out some of the key areas of learning from the meeting, setting out why communication can be an effective tool for changing attitudes and behaviours; exploring some of the attitudes that have resulted in negative behaviour and policy around migrant women. It further explores some tools and approaches used to enhance communication for behavioural change.	2018	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_715939.pdf
A Guidance Note on coordinated essential services for Women Migrant Workers that have been Subject to Violence	Guidance Note	Guidance note on providing essential services to women migrant workersk	2018	
16 Essentials For Coordinated And Quality Service Provision to women migrant workers experiencing violence	Guidance Note	The brief identifies 16 essentials that need to be in place to ensure a coordinated quality response to violence against women migrant workers. This brief is primarily meant for service providers to women migrant workers in countries of destination. Where applicable, the brief will elaborate on the roles of service providers in countries of origin (pre-departure of women migrant workers or upon return).	2018	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2019/07/ap-16essentials_saf_18jun2019_en.pdf?la=en&vs=1758
Contact and brief of CSOs and Labour Organizations which are working on migration issues and providing services for migrants in Myanmar	Directory	Directory and brief of organisations in Myanmar providing services for migrant workers	2018	
A strategy paper contributing to the 12th Malaysia Plan (2021–2025) titled “SDG #5: Sexual and Reproductive Health and Rights (SRHR) and Violence against Women Migrant Workers (VAWMW)”	Strategy Paper	Strategy paper on SRHR and violence against women issues	2018	
Brief on “Public Attitudes Towards Migrant Workers in Malaysia”	Policy Briefs	This brief is based on research “Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand.” The policy brief focuses on public attitudes in Malaysia related to the need for migrant workers, migration and crime, social and cultural threats, equal treatment with nationals, and violence against women migrant workers. The brief also highlights factors that correlate with public support for migrant workers, especially women.	2019	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/briefingnote/wcms_766632.pdf
Leaflet “Kenali Hak-Hak Sebagai Pekerja Rumah Tangga (PRT)” (“Know your rights as a domestic worker”), in Bahasa Indonesia; distributed in Malaysia	Briefs/ Factsheets	Information about domestic workers rights in Malaysia	2019	
Viet Nam technical paper: “Các cam kết quốc tế và khu vực về xóa bỏ với bạo lực đối với phụ nữ và nữ lao động di cư quốc tế và một số khuyến nghị” (“Vulnerabilities of Women Migrant Workers, and International and Regional Mandates, Policies addressing Violence against Women Migrant Workers”), in Vietnamese language	Research Paper	Information about women’s and migrant workers rights abroad for women in Viet Nam	2019	
Report: Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand	Research Paper	The research paper was conducted in 2019. It is a follow-up large-scale public survey conducted in 2010. The 2019 research aimed to track trends of attitudes in the four main countries of destination. One of the original four countries was changed, with the Republic of Korea replaced by Japan, given its emergence as an important destination country for low-skilled migrant workers in Asia. Certain questions from the first survey were repeated to allow for identification of longitudinal changes in public support for migrant workers. The study adds questions on women-specific issues, including attitudes to ending violence against women migrant workers; to decent work in women-dominant occupations of domestic work; to social protection including maternity leave; and to nondiscrimination, including during pregnancy.	2019	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_732443.pdf

Report: Mobile Women and Mobile Phones: Women Migrant Workers' Use of Information and Communication Technologies in ASEAN	Research Paper	The research paper involved potential and returned women migrant workers in four countries of origin in the Association of Southeast Asian Nations (ASEAN) region – Cambodia, Indonesia, Myanmar, and the Philippines. The study is an exploration of how women migrant workers in ASEAN use information and communication technologies in the migration process; what they use it for; the challenges they face in accessing and effectively using such technology; and the opportunities for harnessing mobile Internet in South-Eastern Asia to reduce risks and to ensure labour migration is safe and fair for women.	2019	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_732253.pdf
Training Module on Quality Coordinated Services	Capacity Development Modules	Training tools and information to service providers on service provision	2019	
Training Module for Front-line Service Providers	Capacity Development Modules	Training tools and information to service providers on service provision	2019	
Training package for coordinated quality services in the health system	Capacity Development Modules	Training tools and information to service providers on service provision in health systems	2019	
Training package for responding to violence against women migrant workers for Foreign Service Officials	Capacity Development Modules	Training tools and information to embassy officials on service provision	2019	
Policy brief following the SAF Regional Dialogue on “Coordinated Quality Services for Ending Violence against Women Migrant Workers”	Policy Briefs	The policy brief is based on regional and national priorities and recommendations identified during the three-day “Regional Dialogue on Coordinated Quality Services for Ending Violence against Women Migrant Workers in ASEAN”, which took place in Bangkok, Thailand, from 10 to 12 July 2019.	2019	https://asiapacific.unwomen.org/sites/default/files/Field%20Office%20ESEA/Docs/Publications/2020/01/SAF_PolicyBrief_v4-8Jan2020-s.pdf
Meeting report on “Labour mobility between Asia and the Arab States: Sharing of experiences and progress under the Bali Declaration with specific focus on women migrant workers”	Research paper/workshop report	Documentation of practices and frameworks on labour migration and protections for migrant workers in Asia and the Arab States	2019	
8 country posters featuring the available data on violence against women in Cambodia, Myanmar, Indonesia, Lao People's Democratic Republic, Malaysia, Viet Nam, Thailand and the Philippines	Infographics	Information about violence against women (prevention, accessing information and services)	2019	
“Safety Planning for Violence against Women during the COVID-19 Pandemic”	Briefs/Factsheets	Under the current COVID-19 pandemic, “isolation measures” could put women at further risk of violence. Safety planning aims to be a guide for women including women migrant workers to think about how to stay safe at home, in community and workplace no matter their migration status. A safety plan aims to help them anticipate and prepare for dangers if they are in an abusive situation or fear violence or harassment.	2020	https://asiapacific.unwomen.org/en/digital-library/publications/2020/05/safety-planning-for-violence-against-women-during-the-covid-19-pandemic
“A Guidance Note to Develop Migrant-Sensitive National Action Plans on Violence against Women”	Guidance Note	This technical resource builds on the recommendations in the Handbook for National Action Plans on Violence Against Women (UN Women, 2012), and provides specific guidance to ensure the concerns and interests of women migrant workers are incorporated into National Action Plans on Ending Violence Against Women. It is noted that all of the recommendations in the Handbook apply; this document serves only to focus on women migrant workers' rights and needs. As such, in each section, considerations for addressing women migrant workers' needs in national action	2020	https://asiapacific.unwomen.org/en/digital-library/publications/2020/11/a-guidance-note-to-develop-migrant-sensitive-national-action-plans

		planning are described. The recommendations in each section are also aligned with the Essential Services Package for Women and Girls Subject to Violence and the 16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence.		
“Rapid Assessment: Impact of COVID-19 on Women’s Civil Society Organizations”	Assessment	Impact assessment on CSOs providing services and support to women migrant workers, during COVID-19	2020	
“Experiences of ASEAN Migrant Workers during COVID-19: Rights at Work, Migration and Quarantine during the Pandemic, and Re-Migration Plans” (with other ILO projects)	Briefs/Factsheets	In 2020, SAF and other ILO projects undertook a rapid assessment survey, interviewing ASEAN migrant workers about how COVID-19 has impacted them. This brief summarizes the responses of the 309 women and men migrant workers who participated in the survey.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/briefingnote/wcms_746881.pdf
“Guidance Note for Action: Addressing the Emerging Impacts of the COVID-19 Pandemic on Migrant Women in Asia and the Pacific for a Gender-Responsive Recovery” (with other UNW projects)	Guidance Note	The paper focuses on the emerging impacts of the COVID-19 pandemic on women migrant workers and recommendations to support governments, donors, civil society organizations, employers and the private sector in addressing those impacts. Essentially, more assertive and collective efforts are needed to ensure migrant-inclusive and gender-responsive measures in preventing further spread of the virus.	2020	https://asiapacific.unwomen.org/sites/default/files/Field%20Office%20ESEAAsia/Docs/Publications/2020/04/Migration-f-spotlight.pdf
“Making Women Migrant Workers Count: Sex-Disaggregation of Labour Migration Statistics in ASEAN (2019 data)”	Briefs/Factsheets	In 2019 ILMS was updated to ensure data disaggregation by sex for all data categories. ILMS Database in ASEAN fills an important knowledge gap for national and regional policy-makers and for the broader research community. The brief is a concerted focus on data on women migrant workers throughout ASEAN. The collection and use of data on women migrant workers in ASEAN ensures that women are counted and seen. Only with accurate data, can governments form evidence-based, gender-responsive policies and tripartite-plus partners ensure essential service provision is proportionate to women’s numbers in labour migration.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/briefingnote/wcms_773226.pdf
“Decision Tree: Data Collection on Violence Against Women Migrant Workers”	Tools	This decision tree helps organizations working on violence against women migrant workers decide when and how to best collect data on women migrant worker’s experiences of violence and their access and use of relevant services.	2020	https://asiapacific.unwomen.org/en/digital-library/publications/2021/02/decision-tree-data-collection-on-violence-against-women-migrant-workers
“Media-Friendly Glossary on Migration: Women Migrant Workers and Ending Violence against Women” (EVAW edition)	Toolkit/Glossary	This glossary serves as a guide for journalists, researchers, practitioners and others who conduct trainings or write about women’s labour migration and violence against women. It includes agreed terms and definitions related to women migrant workers and violence against women, establishing a common ground from which to work towards a world in which rights are respected for all.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_767998.pdf
“Research Brief: Public Attitudes towards Migrant Workers in Japan”	Briefs/Factsheets	This brief is based on research “Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand.” The policy brief focuses on public attitudes in Japan related to the need for migrant workers, migration and crime, social and cultural threats, equal treatment with nationals, and violence against women migrant workers. The brief also highlights factors that correlate with public support for migrant workers, especially women.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/briefingnote/wcms_766631.pdf
“Research Brief: Public Attitudes towards Migrant Workers in Malaysia”	Briefs/Factsheets	This brief is based on research “Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand.” The policy brief focuses on public attitudes in Malaysia related to the need for migrant workers, migration and crime, social and cultural threats, equal treatment with nationals, and violence against women migrant workers. The brief also highlights factors that correlate with public support for migrant workers, especially women.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/briefingnote/wcms_766632.pdf

“Research Brief: Public Attitudes towards Migrant Workers in Singapore”	Briefs/Factsheets	This brief is based on research "Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand." The policy brief focuses on public attitudes in Singapore related to the need for migrant workers, migration and crime, social and cultural threats, equal treatment with nationals, and violence against women migrant workers. The brief also highlights factors that correlate with public support for migrant workers, especially women	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/briefingnote/wcms_766633.pdf
“Research Brief: Public Attitudes towards Migrant Workers in Thailand”	Briefs/Factsheets	This brief is based on research "Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand." The policy brief focuses on public attitudes in Thailand related to the need for migrant workers, migration and crime, social and cultural threats, equal treatment with nationals, and violence against women migrant workers. The brief also highlights factors that correlate with public support for migrant workers, especially women	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/briefingnote/wcms_766634.pdf
“Research Brief: Mobile Women and Mobile Phones: Women Migrant Workers’ Use of Information and Communication Technologies in ASEAN”	Briefs/Factsheets	The report provides insight into women migrant workers’ use of mobile phones, and how women migrant workers could access more accurate information throughout the migration process and increase their connections with peers in the ASEAN region.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/briefingnote/wcms_766629.pdf
Regional Service Directory for Women Migrant Workers in the ASEAN Region - English		The service directory aims to enable referrals of women, including women migrant workers survivors of violence, by sharing information on available violence against women (VAW) specialized service providers across the region.	2020	https://asiapacific.unwomen.org/en/digital-library/publications/2020/09/service-directory-for-women-migrant-workers-in-the-asean-region
National Service Directory for Cambodian Women Migrant Workers	Infographics	The service directory enables referrals of women in Cambodia, including women migrant workers survivors of violence, by sharing information on available violence against women (VAW) specialized service providers.		https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/07/ap-service-directory-khmer-7july21.pdf?la=en&vs=3404
National Service Directory for Indonesian Women Migrant Workers – Bahasa Indonesia	Infographics	The service directory enables referrals of women in Indonesia, including women migrant workers survivors of violence, by sharing information on available violence against women (VAW) specialized service providers in Indonesia		https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/07/ap-service-directory-indonesia-7july21.pdf?la=en&vs=3403
National Service Directory for Vietnamese Women Migrant Workers – Vietnamese	Infographics	The service directory enables referrals of women in Viet Nam, including women migrant workers survivors of violence, by sharing information on available violence against women (VAW) specialized service providers.		https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/07/ap-service-directory-regional-vietnam-7july21.pdf?la=en&vs=3405
National Service Directory for Lao Women Migrant Workers	Infographics	The service directory enables referrals of women in Laos, including women migrant workers survivors of violence, by sharing information on available violence against women (VAW) specialized service providers; in Laos		https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/09/service%20directory_lao_yc_15%20sept%202021.pdf?la=en&vs=5243
Assessing COVID-19 Related Socio-economic Impacts on Returnee Migrant Workers in Informal Employment in Laos (with Oxfam and partners)	Assessment	Impact assessment of COVID-19 on returnee women migrant workers in iformal employment, in Laos	2020	

“Protecting the Rights of Domestic Workers in Malaysia during the COVID-19 Pandemic and Beyond”	Briefs/Factsheets	The brief explores the impact of the COVID-19 pandemic on domestic workers in Malaysia. It highlights the requirements of migrant domestic workers in light of the existing and emerging impacts of the COVID-19 pandemic and makes recommendations to protect the rights of domestic workers in Malaysia.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_748051.pdf
“Migration Cost Survey among Indonesian and Filipina Domestic Workers in Malaysia”	Briefs/Factsheets	This research brief presents the findings of the survey on migration cost of Indonesian and Filipina domestic workers in Malaysia. The survey is guided by the ILO’s 2019 General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs and builds on previous studies conducted by the World Bank-led Global Knowledge Partnership on Migration and Development (KNOMAD).	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_758614.pdf
“COVID-19: Impact on Migrant Workers and Country Response in Thailand” (with other ILO projects)	Assessment	Impact assessment of COVID-19 and response services for migrant workers in Thailand	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/briefingnote/wcms_741920.pdf
Listening to the Voice of Women Migrant Workers: Strengthening Gender in Law on Vietnamese Workers Working abroad on Contract	Research paper	The research is a qualitative study on experiences of women migrant workers and legal analysis, to provide recommendations to improve the revised Vietnamese Law from a gender and rights-based perspective.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/--ilo-hanoi/documents/publication/wcms_755200.pdf
“Infographic of Key Recommendations to Strengthen Gender and Draft Law 72 in Viet Nam”	Infographics	Information on Draft Law 72 in Viet Nam	2020	
Documentation of Referral Pathway for GBV Survivors	Briefs/Factsheets	Information of referral pathways for people who have experienced gender-based violence, in Viet Nam	2020	
IDWF–PERTIMIG Handbook on Becoming a Migrant Domestic Worker in Malaysia	Guidance Note	Information about domestic workers rights in Malaysia	2020	
Training Modules on Violence against Women and Girls Data Collection and Use	Capacity Development Modules	Training information on collecting administrative data on violence against women	2020	
Training Module on Providing Quality Essential Hotline Services for Women Subject to Violence	Capacity Development Modules	Training information on providing essential services to women subject to violence	2020	
Training Modules on Sex-Disaggregation of Labour Migration Data	Capacity Development Modules	Training information on collecting sex-disaggregated labour migration statistics	2020	
Training Modules for Employers to Prevent Discrimination, Violence and Harassment in the Workplace (ACE-led)	Capacity Development Modules	Training materials for employers to prevent and address violence and harassment in the workplace	2020	
Training material: Caring in the Time of COVID-19: Gaps and Risks Facing Women OFWs	Capacity Development Modules	Training materials on understanding care workers' challenges in COVID-19 times	2020	
Training material: Reintegration in the Time of COVID: Gaps, Challenges, Lessons and Gender Dimensions	Capacity Development Modules	Training materials on understanding reintegration needs and responses in COVID-19 times	2020	
Training material: Usaping Babae (About Women): Why It Is Important to Talk about Violence against Women Migrant Workers	Capacity Development Modules	Training tools to develop understanding about violence against women, for migrant workers	2020	

Apprenticeship Manuals (Cambodia) on skills development	Capacity Development Modules	Training tools on skills development in Cambodia	2020	
Service Directory for Women Migrant Workers in Malaysia	Infographics	This note provides guidance on the safe use of remote technologies to provide support to women migrant workers who are at risk of, or have experienced violence, harassment, abuse or exploitation in Malaysia.	2020	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/09/service%20directory_malaysia_15%20sept%202021.pdf?la=en&vs=5524
Service Directory for Women Migrant Workers in Singapore	Infographics	This note provides guidance on the safe use of remote technologies to provide support to women migrant workers who are at risk of, or have experienced violence, harassment, abuse or exploitation in Singapore.	2020	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/09/service%20directory_regional_singapore_15%20sept%202021.pdf?la=en&vs=5628
Service Directory for Women Migrant Workers in Thailand	Infographics	This note provides guidance on the safe use of remote technologies to provide support to women migrant workers who are at risk of, or have experienced violence, harassment, abuse or exploitation in Thailand.	2020	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/09/service%20directory_regional_thailand_15%20sept%202021.pdf?la=en&vs=5726
Training: Victim Identification and Interview Techniques for Victims of Gender-based Violence and Trafficking – Khmer	Capacity Development Modules	Training information on victim interview techniques for service providers in Cambodia	2020	
Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN	Tools	Trade unions regionally and globally often work on either migrants' issues, or on gender equality and women's empowerment. ACTRAV and Safe and Fair aim for this training manual to enable trade unions to address the specific needs of women migrant workers, bringing these two elements together. The manual reflects trends and changes to support today's trade union strategies in organizing women migrant workers in particular, while also promoting safe, orderly and regular migration.	2021	https://www.ilo.org/asia/publications/WCMS_816236/lang-en/index.htm
Policy Paper for the Proposed Legislation on Gender-Responsive and Inclusive Pandemic Management	Thematic strategy brief	Policy paper on the need for gender responsive pandemic management in the Philippines	2021	
Policy Brief: Empowering Women Migrant Workers and Businesses: A Business Case for Preventing Violence and Harassment at Work (ACE-led)	Briefs/Factsheets	Policy brief for employers to prevent violence and harassment in the workplace	2021	
Policy Brief: The Untapped Power of Women Migrant Workers in ASEAN: A Business Case for Gender Equality and Empowerment in the Workplace (ACE-led)	Briefs/Factsheets	Policy brief for employers to promote gender quality and empowerment in the workplace	2021	
Unions for domestic workers in Malaysia (2 Videos by IDWF)	Capacity Development Modules	Training tools on the importance of organising for domestic workers in Malaysia	2021	
Poster in Lao "Before decision to work overseas"	Infographics	Information about pre-migration decision-making considerations for potential migrant workers in Laos	2021	

Reintegration Advisor and referral pathways -- agreed process flow/map and consolidated pathways; stakeholders' inputs and recommendations	Thematic strategy brief	Policy paper outlining the reintegration needs, requirements, and processes for OFWs in the Philippines	2021	
Technical Brief on Coordination and Referral Mechanism for VAW and Migration in the Philippines	Briefs/Factsheets	Information about coordinated services for returning migrant workers, and addressing violence against women	2021	
Teaching Thai to Migrant Workers	Training materials	Training materials on Thai language for migrant workers	2021	
Orientation training tools for women's labour migration and interventions in the Philippines	Capacity Development Modules	Training tools on labour migration and violence against women issues in the Philippines	2021	
Training Toolbox on Safe and Fair Migration of Women OFWs	Capacity Development Modules	Training information about safe and fair labour migration information, process and services for migrant workers from the Philippines	2021	
"Who is going to believe us?" Work-related sexual harassment in Thailand, with a focus on women migrant workers	Research	The report focuses on women migrant workers, analyses existing research on sexual harassment in Thailand. It also highlights the limitations of existing legislation and its implementation to prevent sexual harassment.	2021	https://www.ilo.org/asia/publications/WCMS_830694/lang-en/index.htm
National Service Directory for Women Migrant Workers in Thailand	Briefs/Factsheets	Information about services to migrant workers in Thailand	2021	
National Mid-term review report on implementation of the ASEAN Regional Action Plan on the Elimination of Violence against Women	Technical Document	Review of the implementation of the ASEAN RPA on EVAW in Viet Nam	2021	
IDWF-AMMPO: Handbook on Safe Migration for Migrant Domestic Workers	Capacity Development Modules	Information about safe migration and organising for migrant workers in Malaysia	2021	
National Service Directory for Women Migrant Workers in the Philippines	Briefs/Factsheets	Information about services to migrant workers in the Philippines	2021	
Safe Technology for the Provision of Services to Women Migrant Workers at Risk of or Subject to Violence	Technical Document	The note provides guidance on the safe use of remote technologies to provide support to women migrant workers who are at risk of, or have experienced violence, harassment, abuse or exploitation.	2021	https://asiapacific.unwomen.org/en/digital-library/publications/2021/03/safe-technology-for-the-provision-of-services-to-women-migrant-workers
Remote Service Provision for Women Migrant Workers at Risk or Subject to Violence	Technical Document	This brief provides guidance on the provision of remote services to women migrant workers who are at risk of, or subjected to violence. The brief is based on international principles and standards of service provision for women survivors of violence, together with emerging practice and knowledge on how these can be delivered remotely.	2021	https://asiapacific.unwomen.org/en/digital-library/publications/2021/03/remote-service-provision-for-women-migrant-workers
Action Cards: 10 Things to Know About Violence against Women Migrant Workers (6 languages: English, Khmer, Bahasa, Lao, Myanmar, Thai)	Technical Document	These Action Cards provide practical actions for frontline service providers to consider and apply when they support women migrant workers who are at risk of, or subjected to violence. These 10 things in the Action Cards are based on the international principles and standards including the Essential Services Package for Women and Girls Subject to Violence with specific consideration of the needs of women migrant workers.	2021	https://asiapacific.unwomen.org/en/digital-library/publications/2021/03/10-things-to-know
A training tool on the ILO-UN Women "Handbook: Addressing violence and harassment against women in the world of work"	Training Material	Training information on violence against women migrant workers issues and concerns	2021	

Gender-responsive and Inclusive Protocols and Programming to Address the Gender-Differentiated Needs of Women During COVID-19		Information about gender-responsive services and protocols to address women's needs in COVID-19	2021	
Facilitation package - Coordinated Quality Services for Survivors of Violence against Women including Women Migrant Workers	Training Material	Training tools on providing coordinated services to women migrant workers	2021	
Risks of Violence against Women in the Labour Migration Cycle and Services that Need to be in Place throughout the Migration Cycle	Technical Document	The infographics capture the risks of violence against women migrant workers in the migration cycle and the services that should be in place to support women migrant workers subject to violence.	2021	https://asiapacific.unwomen.org/en/digital-library/publications/2021/09/the-infographics-on-the-risks-of-violence-against-women-in-the-migration-cycle
From evidence to action: Tackling gender-based violence against migrant women and girls	Technical Document	The policy brief concludes a set of concrete recommendations for stakeholders to tackle the pervasive human rights violation of gender-based violence.	2021	https://www.unwomen.org/en/digital-library/publications/2021/10/policy-brief-from-evidence-to-action-tackling-gbv-against-migrant-women-and-girls
A Practical Guide: Developing Standard Operating Procedures (SOPs) for a Coordinated Response to Violence against Women, including women migrant workers	Technical Document	The guidance for Standard Operating Procedures (SOPs) is an essential tool to make sure a coordinated response to VAW, including women migrant workers, is put in place. Because of the multi-faceted nature of VAW and the specific challenges and needs of women migrant workers, coordinated approaches to addressing it are considered more effective than when different actors work in isolation to address the issue.	2021	https://asiapacific.unwomen.org/en/digital-library/publications/2021/12/practical-guide-developing-standard-operating-procedures-for-a-coordinated-response-to-vaw
Ending Violence against Women in ASEAN Member States: Mid-term Review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women (RPA on EVAW 2016-2025)	Technical Document	The review highlights how all the priority areas are interlinked to each other and how they can be coordinated in all aspects-connecting country and regional initiatives, implementing policy frameworks through standardized quality services, and applying evidence to practice. It draws recommendations to coordinate, monitor and assess the effectiveness of the measures taken, in addition to allocating sufficient resources to implement.	2021	https://asiapacific.unwomen.org/en/digital-library/publications/2021/10/rpa-on-evaw-2016-2025
Training toolkit on prevention and response to sexual harassment	Training Material	Training information on addressing and reduction sexual violence	2021	
Training package for labour Migration Actors on VAWMW	Training Material	Training information on understanding violence against women and labour migration	2021	
COVID-19 and Violence Against Women: The evidence behind the talk	Training Material	The study shows the crucial role digital platforms can play in helping address violence against women, and underscores the urgent need to provide digital literacy skills to disadvantaged populations, to ensure access to potentially lifesaving online tools. Supporting women and girls impacted by the digital divide must be a priority for governments and partners as countries build back better in a post-pandemic world.	2021	https://asiapacific.unfpa.org/en/publications/covid-19-and-violence-against-women-evidence-behind-talk
Safe and Fair Babaeng Biyahero Campaign Analysis	Technical Document	Analysis about the impact of the public campaign and information services being provided to women migrant workers in the Philippines	2021	
Domestic Violence Laws in Thailand - Recommendations for Strengthening Protections for survivors	Technical Document	Analysis on strengthening protections for domestic violence victims and survivors in Thailand	2021	
"GBV and Essential Services for Women Migrant Workers" training material	Training Material	Training tools on providing GBV services to women migrant workers	2021	
Leaflet - Know your Rights at Work: Sexual Harassment	Briefs/Factsheets	Information about sexual harassment laws in Malaysia	2021	
Leaflet - If Stopped by Police	Briefs/Factsheets	Information about rights for migrant workers in Malaysia	2021	

CIFAL Philippines - Professional Course on Global Migration, Module 2: "Human Rights and Migration in International Law (including gender-related standards)"	Capacity Development Modules	Training tools for teaching international frameworks for rights-based labour migration, for Philippine government officials	2021	
Training for Malaysian inspectors on forced labour, child labour and gender-based discrimination, violence and harassment in the workplace	Training materials	This manual aims at improving the capacity of the labour inspectorate to respond to the most urgent needs for the protection of workers' rights on forced labour, child labour and gender-based discrimination, violence, and harassment in the workplace.	2022	https://ilo.org/asia/publications/WCMS_833923/lang--en/index.htm
Stakeholders' recommendations for the Implementing Rules and Regulations (IRR) of Republic Act 11641 (Department of Migrant Workers Act of 2021), and for the institutional programmes and services of DMW	Technical Document	This document consolidates inputs and recommendations based on the results of consultations led by ILO SAF and DOLE-ILS. This was also drafted with the help of UN Women and IOM (SAF and BRIDGE programmes), and POEA.	2022	
Background Paper: Prevention of Gender-Based Violence and Harassment against Women Migrant Workers in South and Southeast Asia	Research Paper/ Background Paper	This background paper consolidates the risk and protective factors for violence against women migrant workers from existing literature and articulates the strategies and stakeholder actions along the migration cycle that can accelerate the prevention aims of the SAF and GOALS programmes.	2022	https://asiapacific.unwomen.org/siteviols/default/files/2022-11/PVAWMW-Background-paper-designed_FINAL.pdf
Framework: Prevention of Gender-Based Violence and Harassment Against Women Migrant Workers in South and Southeast Asia	Research Paper/ Background Paper	This framework captures the risk and protective factors for violence against women migrant workers from existing literature and articulates the strategies and stakeholder actions along the migration cycle that can accelerate the prevention aims of the SAF and GOALS programmes.	2022	https://asiapacific.unwomen.org/sites/default/files/2022-11/Prevention-of-VAWMW-framework_FINAL.pdf
Panduan Teknis Penyelenggaraan Layanan dan Pelindungan Pekerja Migran Indonesia yang Responsif Gender (Implementasi Undang-Undang Pelindungan Pekerja Migran Indonesia Nomor 18 tahun 2017)	Guidance Note	This guide was developed with the main objective of providing comprehensive guidance on safe and fair labour migration for tripartite plus or other stakeholders related to migration, particularly in the framework of providing guidelines for a safe and fair migration process from a gender perspective.	2022	https://www.ilo.org/jakarta/whatwedo/publications/WCMS_853534/lang--en/index.htm
Understanding the Department of Migrant Workers (DMW) Act and its IRR	Training materials	Used in "Education Webinar and Learning Session on Safe Migration: Understanding the Department of Migrant Workers (DMW) and Migrants Electoral Agenda" organized by Mindanao Migrants Center for Empowerment and Advocacy Inc. (MMCEAI).	2022	
Tips to better reach social media users, including survivors of violence	Infographics	This tip sheet includes practical sets of DOs and DON'T for social media posts, with things to consider for images and hashtags that often go with text blubs.	2022	https://asiapacific.unwomen.org/en/digital-library/publications/2022/06/csos-social-media-engagement
How to Engage with Survivors	Infographics	This video provides practical tips for essential service providers on how to engage with survivors in a gender-sensitive and survivor-centred manner.	2022	https://www.youtube.com/watch?v=BfofIKxlovl
A very beautiful but heavy jacket: The experiences of migrant workers with diverse sexual orientation, gender identity and expression in Southeast Asia	Research Paper/ Background Paper	The study explores how labour migration policies and practices in the ASEAN region can acknowledge or address the experiences of migrant workers with diverse SOGIE while protecting and promoting their rights.	2022	https://www.ilo.org/asia/publications/WCMS_854686/lang--en/index.htm
How to Refer Women Survivors of Violence to Services	Infographics	This video provides practical tips for essential service providers on how to refer survivors of violence to services including women migrant workers.	2022	https://www.youtube.com/watch?v=WERBdOuWIFc
Data gaps in international labour migration statistics in Viet Nam	Research Report	This report provides an outline of the current status of international labour migration statistics in Viet Nam, using the ASEAN International Labour Migration Statistics database as a basis for the identification of core indicators and as a benchmark of coverage through comparison with other ASEAN Member States.	2022	https://www.ilo.org/asia/publications/WCMS_866757/lang--en/index.htm
Pengembangan Help Desk Untuk Penyedia Layanan	Guidance Note	This was developed to guide service providers in the development of their virtual help desks. The virtual help desk aims to provide information materials and consultation services to migrant workers.	2022	

Study on Women Migrant Workers in Laws and Policies of ASEAN Member States	Research paper/ Background paper	This study provides a comprehensive gender analysis of the principal labour migration provisions in law, which includes assessing achievements and challenges, and highlighting promising practices across ASEAN Member States.	2022	
Handbook on providing gender sensitive mutual legal assistance for civil cases involving foreigners	Guideline	This handbook was developed to provide gender sensitive mutual legal assistance in civil matters, enhance the efficiency of mutual legal assistance to assist legal proceedings in settling civil, marriage and family cases involving foreign elements, and ensure rights of women and increase access to justice for women in the current international integration context. It also contains comprehensive information on the procedures for mutual legal assistance in civil matters (MLA) from and to Viet Nam.	2022	
Achieving fair and ethical recruitment: Improving regulation and enforcement in the ASEAN region	Technical Document	This report focuses on the efforts of ASEAN Member States to foster fair and ethical recruitment. It maps the laws and regulations, and moreover, the enforcement mechanisms States have employed, and reviews evidence of the results achieved.	2022	https://www.ilo.org/asia/publications/WCMS_864076/lang-en/index.htm
Guidelines on Gender-sensitive investigation of cases of experiencing GBV and human trafficking	Guideline	This guide covers important content about why it is critical to ensure gender sensitivity during the process of investigation of cases of gender-based violence (GBV) and human trafficking and how to make it happen in reality. This is part of national efforts to enhance the capacity of front-line police officials in handling violence against women who are victims of GBV and human trafficking.	2022	
Measuring sustainable development goal indicator 1.7.1 on recruitment costs of Vietnamese workers overseas: Results of the Labour Force Survey 2021	Technical Document	The report results showed basic characteristics of Vietnamese workers overseas from 2018 to 2021. The report has also proposed policy recommendations related to Vietnamese workers overseas based on the report findings.	2022	https://www.ilo.org/asia/publications/WCMS_866858/lang-en/index.htm
Desk Review: Gender-based Violence Cross-Border Referral Systems along the Humanitarian-Development Nexus in the Mekong Region (Cambodia, Lao PDR, Myanmar, Thailand, and Viet Nam)	Technical document	Through the extensive research, programming and partnership with multilevel stakeholders under the Safe and Fair programme, the urgent need for improved coordination among service providers and establishing of efficient and safe GBV referral pathways that respond to the needs of migrant and displaced survivors of GBV both in development and humanitarian contexts has been increasingly recognized	2022	
Kertas Posisi Pelindungan PMI di Masa Pandemi dan Endemi COVID-19	Research paper/ Background paper	This position paper intends to review the implementation and regulations of Ministerial Decree 294/2020.		
(Translated KP) Labour inspection guideline with attention to women migrant workers, violence and harassment, domestic workers, forced labour	Guideline	This guideline was first published in 2020 in response with the COVID-19 pandemic. In 2021, the guidelines were updated. The Thai version was recently translated in 2022.	2022	https://www.ilo.org/asia/publications/WCMS_857941/lang-en/index.htm
(Translated KP) ASEAN Regional Guidelines on Violence against Women and Girls Data Collection and Use	Guideline	This guideline provides guidance to equip ASEAN Member States to generate reliable data to inform evidence-based advocacy efforts, resource mobilization, budget-making, policy formulation and implementation and to monitor the impact of policies and programmes to prevent and respond to violence against women and girls.	2022	https://asiapacific.unwomen.org/en/digital-library/publications/2018/04/asean-regional-guidelines-on-violence-against-women-and-girls
(Translated KP) EVAW, Migration and Trafficking Training materials translation	Training materials	The training materials on EVAW, migration and trafficking were developed and translated into Myanmar language to use in future training. The translated training materials will be shared to UNW partners.		
(Translated KP) VAW and coordinated essential services for Police Officers	Training Material	The training material was composed for the Gender-Based Violence training for police services in Chiang Mai.	2022	
(Translated KP) VAW and Services for Women Migrant Workers	Training Material		2022	
(Translated KP) VAW Data Collection and Use - training manual	Training materials	The training material was composed for the healthcare and social service professionals in Mae Sot.	2022	

(Translated KP) Roles of health and service providers in response to VAW	Training Material	Adjusted from UN Women and Safe and Fair's materials, the Roles of Healthcare Services Providers in Response to VAW was composed for the GBV training for healthcare and social services in Bangkok.	2022	
Quezon City Draft Memorandum of Agreement (MOA)/MOU with the United Domestic Workers of the Philippines (UNITED)	Technical Document	This draft is an agreement between Quezon City, LEARN, and UNITED to work on gender-responsive approach, eliminating violence against women and more.	2022	
BBC MA – Formative Research	Research Report	BBC MA had conducted formative research to understand key issues facing Myanmar migrants in the Thai fishing, seafood processing and domestic work sectors, including a gender analysis as well as analysis of target audience demographics, locations and media platform access.	2022	
Online Training Module: Violence Against Women Migrant Workers	Training Material	The course aims to build an understanding of the intersectionality of violence against women migrant workers, focusing on the specific needs of women migrant workers, and the risks they face during their migration journey, and to understand key elements in providing essential services to them, based on good practices.	2022	
Atikha's Singapore Enhanced Financial Literacy Module		The successful conduct of the consultations and FGDs for migrants and families and migration stakeholders and partners were crucial to the finalization of the training materials.	2022	
Atikha's Philippines Enhanced Financial Literacy Module	Training Material	The successful conduct of the consultations and FGDs for migrants and families and migration stakeholders and partners were crucial to the finalization of the training materials.	2022	
Atikha's Cambodia Enhanced Financial Literacy Module	Training Material	The successful conduct of the consultations and FGDs for migrants and families and migration stakeholders and partners were crucial to the finalization of the training materials.	2022	
Atikha's Malaysia Enhanced Financial Literacy Module	Training Material	The successful conduct of the consultations and FGDs for migrants and families and migration stakeholders and partners were crucial to the finalization of the training materials.	2022	
Atikha's Indonesia Enhanced Financial Literacy Module	Training Material	The successful conduct of the consultations and FGDs for migrants and families and migration stakeholders and partners were crucial to the finalization of the training materials.	2022	
A Guide for Filipino Migrant Domestic Workers in Malaysia	Guideline	Materials produced by IDWF - MDWs' booklet on Safe Migration for Indonesian Group in Malaysia	2022	
[Translated KP] A Guide for Filipino Migrant Domestic Workers in Malaysia (in Bahasa)	Guideline	Materials produced by IDWF - MDWs' booklet on Safe Migration for Indonesian Group in Malaysia		
Report: Multi-country Dialogue on Delivering Services through Migrant Worker Resource Centres (MRCs): An exchange among Safe and Fair (SAF) Programme partners	Technical Document	This publication documents the best practices and lessons learnt by MRCs in Cambodia, Lao PDR and Thailand to support women migrant workers and their families.	2022	
ASEAN audio-visual presentations (AVPs): Country of Origin	Guideline	Videos are intended to contribute to the overall goal of reducing irregular labor migration and abusive migration practices as well promote gender equality, and the well-being, rights, and welfare of the most vulnerable in the ASEAN region. It is also expected to raise the level of outreach to a multi-country community of aspiring migrant workers, their families and other stakeholders.	2022	

ASEAN audio-visual presentations (AVPs): Country of Destination	Guideline	Videos are intended to contribute to the overall goal of reducing irregular labor migration and abusive migration practices as well promote gender equality, and the well-being, rights, and welfare of the most vulnerable in the ASEAN region. It is also expected to raise the level of outreach to a multi-country community of aspiring migrant workers, their families and other stakeholders.	2022	
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Annex E

2023 Work Plans

CAMBODIA							
	Activity	Q1	Q2	Q3	Q4	Implementing Partners	Remarks
Output 1: Women migrant workers are better protected by gender sensitive labour migration governance frameworks							
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.							
1.1.1 Knowledge products and technical briefs identifying priority legal and policy interventions							
1.1.2 Tripartite plus national consultations and regional cross-sectoral and inter-ministerial consultations on legal and policy interventions							
1.1.3 Technical support to governments and ASEAN on draft policy and legislation based on international normative frameworks							
1.1.4 Support to tripartite plus constituents at the regional and national level to develop skills recognition frameworks	1.1.4a Support to Cambodian TVET institutions with other projects of ILO to ensure women migrants- potential and returnees have access to TVET and TVET institutions reach more women.					ILO	Ongoing IAs with four TVET institutions (EHT Paul Dubrule, NPIC, NPIA and ITI)
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.							
1.2.1 Training and tools to tripartite plus stakeholders to improve implementation of policies and quality services (Including ITC Turin trainings and skill development)	1.2.1 Knowledge-sharing workshop with unions- SAF manual on organising women migrant workers: Manual for trade unionists in ASEAN, including translation of the manual into local language					ILO	Translation of manual done- need to identify organisation- TU which can do the organising training
1.2.2 Tools to build the capacity of employer bodies, private sector partners and employers	1.2.2a Capacity development to enhance understanding on Gender Equality, Violence and Harassment using the existing materials with members of recruitment agency associations and local employers in sectors that employ high number of potential women migrant workers such as garment and tourism					ILO SAF Association of Cambodia Recruitment Agencies (ACRA)	IA with ACRA
1.2.3 Multi-disciplinary workshops on gender responsive labour inspection, systems and protocols between public service providers and law enforcement officials							

1.2.4 Technical and organisational support to build the institutional capacity of tripartite plus partners							
Output 1.3: Opportunities for women migrant workers to organise at the regional, national and local level to enhance safe and fair migration and address gender based discrimination is increased							
1.3.1 Technical and organisational support to build and strengthen trade unions and migrant associations in sectors in which migrant women work, including informal sectors, and increase constructive engagement with women migrants							
1.3.2 Coordination of regional social partners and CSOs to support the ability of women migrant workers to organise/network and receive services across countries							
Output 1.4: Access to authoritative information and integrated support services on fair and safe labour migration and risks of trafficking is improved for women and members of their families, including through the use of innovative technology.							
1.4.1 Support services to women migrant workers and their families through MRCs	1.4.1a Support Government Migrant Resource Centre from year 2 in providing services to WMWs and families: legal and job counseling, community outreach, labour violence case management, and referral for gender based violence by using SAF service directory					ILO Provincial Department of Labour and Vocational Training (PDLOVT) in Kampong Thom and Siem Reap Job Center in Kampong Thom and Siem Reap	
	1.4.1b Conduct outreach counselling and outreach through mobile Migrant Resource Centre focusing on how to mitigate risks of violence, harassment, trafficking and GBV service provision					ILO CSO partner-CWCC	
1.4.2 Cross-border cooperation and sharing of experiences/linked services between MRCs	1.4.2a Support for cross-border learning: Conducting a cross-border knowledge and experience sharing connecting employers associations and recruitment agencies and cross-border MRC referral service in Cambodia, Thailand and Malaysia					ILO ACRA MRCs MLVT	ACRA to organize a cross-border dialogue with PRAs in Cambodia, Thailand and Malaysia
1.4.3 Training to increase the capacity of MRC staff and service providers	1.4.3a Conduct training workshops and mentoring on skills for SAF-supported MRC coordinators for providing gender responsive services for women migrant workers that have experienced GBV					ILO-SAF ILO Triangle	
1.4.4 Innovative information, communication technology							
1.4.5 Work with employers and training institutions, and provide scholarships where needed, for migrant women to avail of training and skills development opportunities.							
Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from responsive quality services							

Output 2.1. Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to VAW, with a focus on women migrant workers.							
2.1.1 Scoping studies, knowledge products and technical briefs identifying priority legal, policy and practical interventions to prevent and respond to violence against women, with a focus on women migrant workers							
2.1.2 Multi-stakeholder national consultations and regional cross-sectoral consultations on legal and policy interventions that prevent and respond to violence against women migrant workers	(Continueing) 2.1.2a Provide technical support to the Technical Working Group on Gender-GBV and Committee for Cournter Trafficking (multi-sectoral coordination) at the national level to ensure the implementation of the CEDAW Concluding Observation related to VAW service provision for women migrant workers subject to violence, including producing a briefing advocacy per on CEDAW, CEDAW COB, CEDAW Recommendations 26,28, 35 and 38 and related ILO Conventions related to women migrant worker's rights, trafficking and gender-based violence					UNW Ministry of Women's Affairs CSO partners	MOWA LOA
	(Continueing) 2.1.2b Provide technical support to the development of DV law review road map (led by UNWOMEN EVAW programme at the country level) by including mobilizing labour actors, women organisations, and women migrant workers as well as young gender advocates in the preparing process.					UNW Ministry of Women's Affair CSO partners	This will be happening in the first quarter 2023
	(Continueing) 2.1.2c to support Ministry of Women's Affairs (MOWA) to integrate and contextualise the ASEAN Regional Action Plan on EVAW into the implemation of the 3rd NAPVAW including translation, dialogue and dissemination-EVAW WMW prevention framework					UNW (Cambodia and Regional team) Ministry of Women's Affairs	MOWA together with SAF team in the country had led a cosultion of the EVWWMW Prevention Framewok in October 2022. MOWA has expressed interest to support the implemation of the framework.
2.1.3 Technical comments to governments and ASEAN on draft policy, accountability tools and legislation that prevent and respond to violence against women migrant workers							
2.1.4 Regional meetings to share and exchange policies and practices to prevent and respond to violence against women throughout the migration cycle							
Output 2.2. Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral services provision that respond to the needs of migrant women workers is strengthened							
2.2.1 Institutional capacity and accountability to implement and evaluate policy commitments and invest in quality services that prevent and respond to violence against women migrant workers							

2.2.2 Instruments and tools that strengthen coordination of and access to quality services for women migrant workers							
	2.2.3a Capacitate GBV Working Groups at the District Level on using VAW intake forms for case management					UNW Ministry of Women's Affairs CARE	SOP development completed and used by the district GBV working group. Refresher training session with GBV working group at the Based district on using VAW intake form for case management may need
2.2.3 Strengthening coordination of and access to quality services, informed by services data, for women migrant workers	(Completed) 2.2.3b Support the development of SOPs for referrals to strengthen quality coordinated services through partnership with CARE International in Cambodia and community women led networks/ peer networks					UNW CHC Ministry of Women's Affairs	Draft Helpline SOP for MOWA has been under development process. This activity is under current LOA which will be ended by May 2023
	(Continueing) 2.2.3c to support hotline/helpline counseling through capacity enhancement and the development of referral pathways to ensure women migrant workers have access to essential coordinated VAW services						
Output 2.3. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle. Output 02.03. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle.							
2.3.1 Capacity building to women's groups, CBOs and local government agencies to prevent violence and trafficking of women migrant workers, and increase access to quality services							
	(Partially completed and Continueing) 2.3.2b Continue to conduct participatory photography with women migrant workers or potential women migrant workers as an empowering initiative and a way to disseminate information on safe and fair migration: Workshop for group 5, and producing a photo book/ album on experiences of Cambodia women migrant workers, including their coping strategies during COVID-19 and producing a learning materials on the process of how participatory photography project has been conducted, including lessons learnt.					UNW	Exit conversations with participants of group 1 and 2 completed while group 3 and 4 has been progressed. Group 5 will be established for 2023 and participants expected to participate within period of 6 months.
2.3.3 Build and strengthen national and transnational peer-to-peer networks of women migrant workers							

2.3.4 Innovative information, communication technology to prevent violence and trafficking of women migrant workers, and increase access to quality services	(Continueing) 2.3.4 Implement and monitor Mobile App and Interactive Voice Response – IVR focused on VAW response including migration, trafficking and exploitation. Mobile App outreach campaign women migrant workers, their family members and relevant authorities such as border checkpoint officials, labour						
Output 2.4: Capacity of front-line services providers (health, social and criminal justice) to respond to the needs of women migrants experiencing violence and trafficking is enhanced.							
2.4.1 Skills building for appropriate engagement with victims of violence and trafficking by front-line/initial contact service providers	(Continueing) 2.4.1a Develop and conduct a training programme for police and service providers to improve appropriate engagement with victims and skills for quality responses and roll out training to police and service providers on improving engagement with victims, and skills for quality responses					UNW NCCT MOWA	Helpline counseling and case management will be conducted in Q1, 2023 via LOA with MOWA
2.4.2 Skills building on quality responses and service referral to front-line/initial contact service providers, to increase access for migrants who are or have experienced violence and trafficking							
2.4.3 Tools to guide service delivery and referral, for dissemination to stakeholders to encourage replication and adaption							
Objective 3: Knowledge and attitudes on the rights, experiences and contributions of women migrant workers are improved							
Output 3.1. Research, data and good practices on fair safe and fair labour migration for women are developed, shared and used to inform policies and programmes.							
3.1.1 Research and produce knowledge products on estimates of women migrant workers, sectoral working conditions and migration costs							
3.1.2 Research and produce knowledge products on perceptions and attitudes towards women migrant women, including violence against women migrant workers and the root causes							
3.1.3 Research and produce knowledge products on women migrant workers' experiences of violence throughout the migration cycle							
3.1.4 Collect, analyse and exchange good practices for changing attitudes and behaviours towards women migrant workers in the region, including from the perspective of women migrant workers							

3.1.5 Interregional meetings and support key stakeholders, including women migrant workers, to attend international and regional processes and events for the purposes of exchanging best practices on fair and safe labour migration for women							
Output 3.2. Capacity of relevant ministries and national statistics offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.							
3.2.1 Technical assistance on capacity to collect gender and age disaggregated labour migration statistics within ASEAN, through administrative and survey data, engaging with the International Labour Migration statistics Database	3.2.1 Technical capacity developed on ILMS among officials of MOLVT and NSO					ILO SAF MLVT NIS	
3.2.2 Capacity building for collection and analysis of VAW data disaggregated by migratory status, in line with SDGs							
3.2.3 Technical assistance and training on data collection against SDG indicators on labour migration and on analysing data	3.2.3 Convene dialogues/national consultations with national stakeholders on labour migration data (NCCT, NIS, MOWA) and produce brief on labour migration data, including enabling policies, gaps/challenges, opportunity for strengthening labour migration data					NCCT ILO SAF MOWA MOLVT	
Output 3.3. Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking and gender based discrimination of women MWs.							
3.3.1 Public awareness campaign focused on the perceptions and attitudes around women migrant workers incorporating evidence on the contributions women migrant workers make to society and development, with particular focus on youth groups							
3.3.2 Public awareness campaign focused on violence against women migrant workers, including what comprises violence, how it manifests and its impacts	3.3.2 Organize a campaign on safe migration through images and stories gathered as a result of the participatory photography project and video produced of MRC work					ILO IA partners (NEA, PDLVT)	Ongoing participatory photography initiative UNWomen SAF has implemented. Ongoing safe migration campaign and communication products project with GMB films
3.3.3 Campaign to tripartite plus constituents, in particular employers and duty-bearers, on the good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers							

INDONESIA							
	Activity	Q1	Q2	Q3	Q4	Implementing Partners	Remarks
Output 1: Women migrant workers are better protected by gender sensitive labour migration governance frameworks							
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.							
1.1.1 Knowledge products and technical briefs identifying priority legal and policy interventions							
1.1.2 Tripartite plus national consultations and regional cross-sectoral and inter-ministerial consultations on legal and policy interventions							
1.1.3 Technical support to governments and ASEAN on draft policy and legislation based on international normative frameworks							
1.1.4 Support to tripartite plus constituents at the regional and national level to develop skills recognition frameworks	1.1.4 Training Government Planners on 1) the importance of including skills recognition framework and 2) how to allocate budget in government development planning, in linking labour migration employment and livelihood development. (Implementation of Road Map on the Accelerating implementation of Law 18/17) --> Bappenas (continuation from 2022)					Ministry of Manpower Ministry of Planning and Development (Government Planning Body) Ministries and Tripartite plus partners BP2MI TVET	
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.							
1.2.1 Training and tools to tripartite plus stakeholders to improve implementation of policies and quality services (Including ITC Turin trainings and skill development)	1.2.1 Development of Training Manual and Training of Trainers for Labour Attache and Foreign Services Officer --> ITC Turin support possibility (continuation from 2022) --> foreign affairs					Training Center Ministry of Manpower Ministry of Foreign Affairs	
1.2.2 Tools to build the capacity of employer bodies, private sector partners and employers	1.2.2 Workshop and Training for TVET Instructors --> integrating SAF financial literacy training manual into Government Training Manual which are addressing the importance of soft skills, and entrepreneurship leading to women's empowerment (adjustment of workplan 2022)					TVET Placement Company Association Ministry of Manpower BP2MI Migrant Care Atikha	
1.2.3 Multi-disciplinary workshops on gender responsive labour inspection, systems and protocols between public service providers and law enforcement officials	1.2.3 Multi-stakeholder consultations workshop on the model of gender responsive labour inspection on labour migration --> (refer to Thailand Guideline for Labour Inspector)					Ministry of Manpower BP2MI	
1.2.4 Technical and organisational support to build the institutional capacity of tripartite plus partners							

Output 1.3: Opportunities for women migrant workers to organise at the regional, national and local level to enhance safe and fair migration and address gender based discrimination is increased							
1.3.1 Technical and organisational support to build and strengthen trade unions and migrant associations in sectors in which migrant women work, including informal sectors, and increase constructive engagement with women migrants	MRC conducting training to strengthen minimum 10 new trade union organizer on management, campaign comms , labour rights and gender equality, women in leadership, organizing women migrant workers and unionism						MRC Partners
1.3.2 Coordination of regional social partners and CSOs to support the ability of women migrant workers to organise/ network and receive services across countries							
Output 1.4: Access to authoritative information and integrated support services on fair and safe labour migration and risks of trafficking is improved for women and members of their families, including through the use of innovative technology.							
1.4.1 Support services to women migrant workers and their families through MRCs	1.4.1a MRC continuing providing gender-responsive support services to potential, current and returnee women migrant workers and their families and through outreach activities to women migrant worker and their family on safe migration, VAWMW and TIP (continuation 2022)					<p>Ministry of Manpower LTSA BP2MI Planning Bod P2TP2A MRCs institutions: Women Crisis Centre and Labour Union</p>	<p>MRC Services may include (but not be limited to):</p> <p>a. Disseminating information on safe and fair migration, labour migration procedure, labour rights, gender-equality and mitigating risks of illegal recruitment, exploitation, violence, harassment and trafficking;</p> <p>b. Overseas employment services for potential women migrant workers, and local employment services for returnee women migrant workers;</p> <p>c. Individualized and group counselling on safe migration processes</p> <p>d. Psycho-social counselling</p> <p>e. Case management, including provision of legal aid and/or support through administrative channels, informal mediation and referrals to appropriate institutions</p>
1.4.2 Cross-border cooperation and sharing of experiences/linked services between MRCs	1.4.2 Cross Border, Knowledge Sharing and Networking between MRCs Phase 2					<p>MRCs: KSBSI, SBMI (Migrant Worker Union) Women Crisis Centre Mawar Balqis Women Solidarity Indonesia Women Coalition MoM MOFA</p>	

						BP2MI CSO in Indonesia and destination countries	
1.4.3 Training to increase the capacity of MRC staff and service providers	Management Training for MRC-LTSA focus on Multistakeholders partnership programme and sustainability - Post SAF					Ministry of Manpower LTSA BP2MI District - village Government MRCs institutions: Women Crisis Centre and Labour Union	
1.4.4 Innovative information, communication technology	1.4.4. Mapping and developing an IT system for village database and case management include tracking system to strengthen coordinated case handling and support services provided by Village- LTSA-MRC -National Government (Continued)					Ministry of Manpower LTSA BP2MI Planning Body P2TP2A MRCs institutions: Women Crisis Centre and Labour Union	
1.4.5 Work with employers and training institutions, and provide scholarships where needed, for migrant women to avail of training and skills development opportunities.	1.4.5 English lesson for Activist and Skills Training for Women Migrant Worker through Local TVET or Courses					MRC Partners	
Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from responsive quality services							
Output 2.1. Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to VAW, with a focus on women migrant workers.							
2.1.1 Scoping studies, knowledge products and technical briefs identifying priority legal, policy and practical interventions to prevent and respond to violence against women, with a focus on women migrant workers							
2.1.2 Multi-stakeholder national consultations and regional cross-sectoral consultations on legal and policy interventions that prevent and respond to violence against women migrant workers	2.1.2a National consultations to develop technical recommendations for the development/amendment of local regulations (governor decree) on the prevention and response of VAW migrant workers and trafficking, particularly in West Java, Lampung, and Kepulauan Riau (Carried over from 2022)					SAPA Institute Perkumpulan DAMAR Provincial Government in West Java, Lampung, and Kepulauan Riau Province	
2.1.3 Technical comments to governments and ASEAN on draft policy, accountability tools and legislation that prevent and respond to violence against women migrant workers							
2.1.4 Regional meetings to share and exchange policies and practices to prevent and respond to violence against women throughout the migration cycle							

Output 2.2. Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral services provision that respond to the needs of migrant women workers is strengthened							
2.2.1 Institutional capacity and accountability to implement and evaluate policy commitments and invest in quality services that prevent and respond to violence against women migrant workers							
2.2.2 Instruments and tools that strengthen coordination of and access to quality services for women migrant workers							
2.2.3 Strengthening coordination of and access to quality services, informed by services data, for women migrant workers	2.2.3a Technical support to MOFA to strengthen its information system via Safe Travel app (Carried over from 2022)					MOFA Komnas Perempuan MOWECP	
	b) Coordination Meeting MOWECP - Komnas Perempuan and Service Provider Forum to strengthen VAW database and trafficking, disaggregated by migratory status (carried over from 2022)						
Output 2.3. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle. Output 02.03. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle.							
2.3.1 Capacity building to women's groups, CBOs and local government agencies to prevent violence and trafficking of women migrant workers, and increase access to quality services							
2.3.2 Support and promote community based interventions aimed at raising awareness and changing social norms around women's labour migration, preventing violence against women and trafficking and promoting gender inequality							
2.3.3 Build and strengthen national and transnational peer-to-peer networks of women migrant workers							
2.3.4 Innovative information, communication technology to prevent violence and trafficking of women migrant workers, and increase access to quality services							
Output 2.4: Capacity of front-line services providers (health, social and criminal justice) to respond to the needs of women migrants experiencing violence and trafficking is enhanced.							
2.4.1 Skills building for appropriate engagement with victims of violence and trafficking by front-line/initial contact service providers	2.4.1 a) Online Training for MOFA consulars on Quality Services for Women Migrant Workers Subject to VAW and Trafficking (carried over from 2022)					MOFA	

2.4.2 Skills building on quality responses and service referral to front-line/initial contact service providers, to increase access for migrants who are or have experienced violence and trafficking							
2.4.3 Tools to guide service delivery and referral, for dissemination to stakeholders to encourage replication and adaption							
Objective 3: Knowledge and attitudes on the rights, experiences and contributions of women migrant workers are improved							
Output 3.1. Research, data and good practices on fair safe and fair labour migration for women are developed, shared and used to inform policies and programmes.							
3.1.1 Research and produce knowledge products on estimates of women migrant workers, sectoral working conditions and migration costs							
3.1.2 Research and produce knowledge products on perceptions and attitudes towards women migrant women, including violence against women migrant workers and the root causes							
3.1.3 Research and produce knowledge products on women migrant workers' experiences of violence throughout the migration cycle							
3.1.4 Collect, analyse and exchange good practices for changing attitudes and behaviours towards women migrant workers in the region, including from the perspective of women migrant workers	3.1.4a Documentating The multistakeholders partnership of MRC-LTSA and Support Services and shared in the Workshop					Researchers MRC Government	
3.1.5 Interregional meetings and support key stakeholders, including women migrant workers, to attend international and regional processes and events for the purposes of exchanging best practices on fair and safe labour migration for women							
Output 3.2. Capacity of relevant ministries and national statistics offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.							
3.2.1 Technical assistance on capacity to collect gender and age disaggregated labour migration statistics within ASEAN, through administrative and survey data, engaging with the International Labour Migration statistics Database	3.2.1) ILMS Workshop to Strengthen the Coordination on the development of One Data System and Quality of Data Collection --> Continuation from 2022					MoM BPS BP2MI Immigration	

3.2.2 Capacity building for collection and analysis of VAW data disaggregated by migratory status, in line with SDGs							
3.2.3 Technical assistance and training on data collection against SDG indicators on labour migration and on analysing data							
Output 3.3. Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking and gender based discrimination of women MWS.							
3.3.1 Public awareness campaign focused on the perceptions and attitudes around women migrant workers incorporating evidence on the contributions women migrant workers make to society and development, with particular focus on youth groups							
3.3.2 Public awareness campaign focused on violence against women migrant workers, including what comprises violence, how it manifests and its impacts	3.3.2 a. Finalisation and publication of draft stories from beneficiaries regarding our support to strengthen referral mechanism and coordination					Kalyanamitra SAPA DAMAR YEP KPI Mawar Balqis	
3.3.3 Campaign to tripartite plus constituents, in particular employers and duty-bearers, on the good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers							

LAO PDR							
	Activity	Q1	Q2	Q3	Q4	Implementing Partners	Remarks
Output 1: Women migrant workers are better protected by gender sensitive labour migration governance frameworks							
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.							
1.1.1 Knowledge products and technical briefs identifying priority legal and policy interventions							
1.1.2 Tripartite plus national consultations and regional cross-sectoral and inter-ministerial consultations on legal and policy interventions							
1.1.3 Technical support to governments and ASEAN on draft policy and legislation based on international normative frameworks							
1.1.4 Support to tripartite plus constituents at the regional and national level to develop skills recognition frameworks							
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.							
1.2.1 Training and tools to tripartite plus stakeholders to improve implementation of policies and quality services (Including ITC Turin trainings and skill development)	1.2.1a Capacity building for MRC staffs in six provinces to advocate/train the district and village authorities on safe migration, violence against women, and trafficking in persons, so that they can raise awareness on mentioned topics in their communities.	x				MOLSW LFTU MOPS LWU	MOLSW in coordination with LFTU brings all 6 MRCs to VTE for training, MOLSW will coordinate with LSW's MRCs in Xayyabury, Bolokhamxay and Chapasak provinces. LFTU will coordinate with LFTU's MRC in Bokeo, Luang Prabang, and Savannakhet provinces
	1.2.1b Exchange meeting among MRCs, International organizations, CSOs on migration governance, and NPAC members and a study visit to LWU's protection shelter for MRC staff	x				LFTU MOLSW LWU	It's a back-to-back meeting with 1.2.1 a.), follow by a study visit to LWU's shelter for victims of violence and trafficking
	1.2.1c Capacity building of youth groups and peer educator groups on conducting community outreach and awareness raising activities on safe and fair migration, VAW and TIP.	x	x			VFI	
1.2.2 Tools to build the capacity of employer bodies, private sector partners and employers	1.2.2a Support to organize the workshop with private sectors, recruitment agencies and employers on gender-responsive implementation of labour migration regulations and addressing violence and harassment in the world of work, special focus on WMWs.	x				LNNCI	
	1.2.2b Support Houay Hong Skill Development and Employment Center/HSDEC to build the capacity of potential women migrant workers, on care workers who looks after the elderly in target countries such as Japan		x			HSDEC	

1.2.3 Multi-disciplinary workshops on gender responsive labour inspection, systems and protocols between public service providers and law enforcement officials	1.2.3 a.) Support MOLSW to organize training on Labour Inspection with special focus on the prevention and response to violence and trafficking in the world of work		x			MOLSW	
1.2.4 Technical and organisational support to build the institutional capacity of tripartite plus partners	1.2.4a Local level: Dialogues (labour Migration Network Meeting) among duty-bearers and service providers working on the issues of labour migration, violence against women and trafficking in persons in Savannakhet, Bokeo and Bolikhamxay.		x			LFTU	Key persons from PAC members and ILO participate in the local migration network meeting organized at target province by MRCs
	1.2.4b Organize Labour Migration Network Meeting to bring along duty-bearers and service providers working on the issues of labour migration, violence against women and trafficking in persons in target provinces	x				MOLSW	
	1.2.4c One dialogue with tripartite stakeholders and CSOs on end violence and sexual harassment at work place, related to C190 (including domestic workers rights)		x			MOLSW	
Output 1.3: Opportunities for women migrant workers to organise at the regional, national and local level to enhance safe and fair migration and address gender based discrimination is increased							
1.3.1 Technical and organisational support to build and strengthen trade unions and migrant associations in sectors in which migrant women work, including informal sectors, and increase constructive engagement with women migrants	1.3.1a Support existing local networks group to engage and dialogue with potential and returnee women migrant workers and their families in Savannakhet, Bokeo and Bolikhamxay (sharing best practices from SAF resources on organising)	x	x			MRCs	
	1.3.2b Continue to support the existing village savings and loans associations (VSLA) groups in Savannakhet and Champasak for returned migrant women through Migration Resources Centers (MRC) and continue to establish the new groups in garment factories in Vientian Capital (i.e. potential and returnee women migrant workers are networked into informal associations)	x				Care International	
1.3.2 Coordination of regional social partners and CSOs to support the ability of women migrant workers to organise/network and receive services across countries							
Output 1.4: Access to authoritative information and integrated support services on fair and safe labour migration and risks of trafficking is improved for women and members of their families, including through the use of innovative technology.							
1.4.1 Support services to women migrant workers and their families through MRCs	1.4.1a Providing services and trainings to potential, current and returnee women migrant workers and their families at the LFTU Savannakhet MRC, Bolikhamxay, BOKEO office. Services include counselling on safe migration and employment opportunities and case management and training. Trainings on care work, economic empowerment, leadership, entrepreneurship, and addressing sexual harassment in the workplace	x	x			LFTU Care International VFI HSDEC	

	1.4.1b Conduct an Information sessions to raise awareness on safe migration, EAW and TIP at the Migrant Resource Centers	x	x			MRCs (Savannakhet and Bokeo)	
1.4.2 Cross-border cooperation and sharing of experiences/linked services between MRCs	1.4.2a Strengthening coordination of trade unions (Lao-Thai) to exchange on the protection of the rights of WMWs	x				LFTU	
	1.4.2b Sign MOU between Lao FTU and Thai FTU to protect WMWs in both countries		x			LFTU	
1.4.3 Training to increase the capacity of MRC staff and service providers	1.4.3 a) Provide refresher trainings on MRC operations (client interviews, data collection forms, case documentation) and writing impact stories (LFTU and MOLSW)	x				LFTU MOLSW	
1.4.4 Innovative information, communication technology	1.4.4 a) Provide training for MRC staff on the application of technology (slido, etc) for conducting the training survey/assessment	x	x			LFTU MOLSW MRCs	
1.4.5 Work with employers and training institutions, and provide scholarships where needed, for migrant women to avail of training and skills development opportunities.	1.4.5 a.) Provide referrals for market-oriented vocational training and job matching services to 100 return migrants (60% women) and deliver basic enterprise development training to 50 return migrants (60% women)	x	x			MRC Bolikhamxay	
Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from responsive quality services							
Output 2.1. Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to VAW, with a focus on women migrant workers.							
2.1.1 Scoping studies, knowledge products and technical briefs identifying priority legal, policy and practical interventions to prevent and respond to violence against women, with a focus on women migrant workers							
2.1.2 Multi-stakeholder national consultations and regional cross-sectoral consultations on legal and policy interventions that prevent and respond to violence against women migrant workers							
2.1.3 Technical comments to governments and ASEAN on draft policy, accountability tools and legislation that prevent and respond to violence against women migrant workers	2.1.3a Provide technical support for the implementation of NAPVAW through the development of recommendations on the inclusion of WMWs (via dialogue meetings with the government and other stakeholders on the impact of NAPVAW on WMWs)					LWU	
2.1.4 Regional meetings to share and exchange policies and practices to prevent and respond to violence against women throughout the migration cycle							
Output 2.2. Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral services provision that respond to the needs of migrant women workers is strengthened							

2.2.1 Institutional capacity and accountability to implement and evaluate policy commitments and invest in quality services that prevent and respond to violence against women migrant workers							
2.2.2 Instruments and tools that strengthen coordination of and access to quality services for women migrant workers							
2.2.3 Strengthening coordination of and access to quality services, informed by services data, for women migrant workers	2.2.3a Support the national consultation for the ASEAN regional SOPs guidelines					LWU	
Output 2.3. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle. Output 02.03. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle.							
2.3.1 Capacity building to women's groups, CBOs and local government agencies to prevent violence and trafficking of women migrant workers, and increase access to quality services							
2.3.2 Support and promote community based interventions aimed at raising awareness and changing social norms around women's labour migration, preventing violence against women and trafficking and promoting gender inequality							
2.3.3 Build and strengthen national and transnational peer-to-peer networks of women migrant workers							
2.3.4 Innovative information, communication technology to prevent violence and trafficking of women migrant workers, and increase access to quality services							
Output 2.4: Capacity of front-line services providers (health, social and criminal justice) to respond to the needs of women migrants experiencing violence and trafficking is enhanced.							
2.4.1 Skills building for appropriate engagement with victims of violence and trafficking by front-line/initial contact service providers							
2.4.2 Skills building on quality responses and service referral to front-line/initial contact service providers, to increase access for migrants who are or have experienced violence and trafficking							

2.4.3 Tools to guide service delivery and referral, for dissemination to stakeholders to encourage replication and adaption							
Objective 3: Knowledge and attitudes on the rights, experiences and contributions of women migrant workers are improved							
Output 3.1. Research, data and good practices on fair safe and fair labour migration for women are developed, shared and used to inform policies and programmes.							
3.1.1 Research and produce knowledge products on estimates of women migrant workers, sectoral working conditions and migration costs							
3.1.2 Research and produce knowledge products on perceptions and attitudes towards women migrant women, including violence against women migrant workers and the root causes							
3.1.3 Research and produce knowledge products on women migrant workers' experiences of violence throughout the migration cycle							
3.1.4 Collect, analyse and exchange good practices for changing attitudes and behaviours towards women migrant workers in the region, including from the perspective of women migrant workers							
3.1.5 Interregional meetings and support key stakeholders, including women migrant workers, to attend international and regional processes and events for the purposes of exchanging best practices on fair and safe labour migration for women							
Output 3.2. Capacity of relevant ministries and national statistics offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.							
3.2.1 Technical assistance on capacity to collect gender and age disaggregated labour migration statistics within ASEAN, through administrative and survey data, engaging with the International Labour Migration statistics Database							
3.2.2 Capacity building for collection and analysis of VAW data disaggregated by migratory status, in line with SDGs							

3.2.3 Technical assistance and training on data collection against SDG indicators on labour migration and on analysing data							
Output 3.3. Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking and gender based discrimination of women MWs.							
3.3.1 Public awareness campaign focused on the perceptions and attitudes around women migrant workers incorporating evidence on the contributions women migrant workers make to society and development, with particular focus on youth groups	3.3.1.a.) Conduct public awareness events for International Women's Day, International Labour Day and International Domestic Worker's Day in Vientiane, Savannakhet, Bokeo and Bolikhamxay	x	x			LFTU MOLSW MRCs	
	3.3.1.b.) Conduct public awareness events for International Women's Day and International Labour Day in Vientiane, Savannakhet, Bokeo and Bolikhamxay	x	x			MRCs (Savannakhet, Bokeo and Bolikhamxay)	
3.3.2 Public awareness campaign focused on violence against women migrant workers, including what comprises violence, how it manifests and its impacts							
3.3.3 Campaign to tripartite plus constituents, in particular employers and duty-bearers, on the good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers							

MALAYSIA							
	Activity	Q1	Q2	Q3	Q4	Implementing Partners	Remarks
Output 1: Women migrant workers are better protected by gender sensitive labour migration governance frameworks							
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.							
1.1.1 Knowledge products and technical briefs identifying priority legal and policy interventions							
1.1.2 Tripartite plus national consultations and regional cross-sectoral and inter-ministerial consultations on legal and policy interventions	1.1.2 A consultative dialogue (Social Dialogue) among the tripartite partners of ILO in Malaysia on adequate housing for migrant workers as set out in the international standards including sharing of good practices. The primary aim of this dialogue would be to introduce and discuss the findings of the regional research (ILO ROAP) undertaken, which was published in 2022 entitled, Home Truths: Access to Adequate Housing for Migrant Workers in the ASEAN Region.					Safe and Fair ILO KL Office Ministry of Human Resources (MOHR) Malaysian Employers Federation (MEF) Malaysian Trades Union Congress (MTUC)	It is hoped that MOHR would be able to host/facilitate this consultation with the support from the Safe and Fair (SAF) Programme. ILO experts from the regional team, Nilim Baruah (Senior Migration Specialist) and Deepa Bharati, Chief Technical Advisor of Safe and Fair Programme would be in attendance to present the findings of this research within the ASEAN region, with a focus on Malaysian context and realities. Tentative date: 23 March (Thurs) TBC, Concept Note - a draft by NPC; Tentative Programme Schedule: 10:00 am - 4:00 pm (in the afternoon, after the NPAC Meeting), Participants: from the NPAC meeting, including EU delegates, except the Ministry of Women, Family and Community Development, and UN Women. Tentative venue: MOHR/local hotel in Putrajaya/ Kuala Lumpur. Sponsorship: ILO offers to fund refreshments/lunch, including hotel expenses.
1.1.3 Technical support to governments and ASEAN on draft policy and legislation based on international normative frameworks							
1.1.4 Support to tripartite plus constituents at the regional and national level to develop skills recognition frameworks							
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.							
1.2.1 Training and tools to tripartite plus stakeholders to improve implementation of policies and quality services (Including ITC Turin trainings and skill development)							

1.2.2 Tools to build the capacity of employer bodies, private sector partners and employers	1.2.2a Development of Tools on Investigation Procedure, Discrimination at the Workplace and Flexible Work Arrangements to strengthen the capacity of Malaysian Employers Federation (MEF) members to utilise these tools.					Malaysian Employers Federation (MEF)	1.2.2a Implementation Agreement (IA) with Malaysian Employers Federation (MEF) 1 January 2023 - 31 August 2023; 1.2.2b NPC will consult MEF MEF on their possibility for carrying out this activity. (Initial communication: 26 Jan 2023 TBC)
	1.2.2b Development of an Employers' guide on adequate housing compliance for migrant workers that sets out in international standards and good practices OR hold an initial awareness workshop for the MEF members on adequate housing for migrant workers as set out in the international standards including sharing of good practices. The primary aim of this dialogue would be to introduce and discuss the findings of the regional research (ILO ROAP) undertaken, which was published in 2022 entitled, Home Truths: Access to Adequate Housing for Migrant Workers in the ASEAN Region. (TBC)						
1.2.3 Multi-disciplinary workshops on gender responsive labour inspection, systems and protocols between public service providers and law enforcement officials							
1.2.4 Technical and organisational support to build the institutional capacity of tripartite plus partners	1.2.4 Training on Ethical Journalism and Migration of women's labour migration and discrimination against women migrant workers in partnership with the Asia Pacific Institute for Broadcast Development (AIBD)					Asia-Pacific Institute for Broadcasting Development (AIBD)	1.2.4 IA with Asia Pacific Institute for Broadcast Development (AIBD) 1 March 2023 - 31 June 2023 - In-country training on Ethical Journalism and Migration of women's labour migration and discrimination against women migrant workers AIBD's (Proposal received, reviewed, pending budget by tomorrow, 26 Jan 2023, Friday)
Output 1.3: Opportunities for women migrant workers to organise at the regional, national and local level to enhance safe and fair migration and address gender based discrimination is increased							
1.3.1 Technical and organisational support to build and strengthen trade unions and migrant associations in sectors in which migrant women work, including informal sectors, and increase constructive engagement with women migrants	1.3.1 Awareness building of trade unions, CSOs and migrant associations on minimum standards for workers' accommodation i. development of materials (online and print) - on the accommodation of women migrant workers, including domestic workers					ILO SAF KL (Excol contract, if feasible TBC)	
1.3.2 Coordination of regional social partners and CSOs to support the ability of women migrant workers to organise/network and receive services across countries							
Output 1.4: Access to authoritative information and integrated support services on fair and safe labour migration and risks of trafficking is improved for women and members of their families, including through the use of innovative technology.							

1.4.1 Support services to women migrant workers and their families through MRCs	1.4.1 Support services for women migrant workers through Migrant Worker Resource Centers (MRCs)					Malaysian Trades Union Congress (MTUC) Persatuan Sahabat Wanita Selangor (PSWS)	1.4.1 Already under IA with MTUC 15 March 2021 – 31st March 2023, and IA with PSWS 15 March 2022 - 31 March 2023
1.4.2 Cross-border cooperation and sharing of experiences/linked services between MRCs	1.4.2 Consultative dialogue with labour attachés and consular offices on Social protection for migrant workers in Malaysia					Malaysia Bar Council's Migrants Refugees and Immigration Affairs Committee (BMRIAC)	1.4.2 Direct contract with vendors - To measure progress made and discuss adequate housing for migrant workers (Cross-check with the Committee at Malaysia Bar Council)
1.4.3 Training to increase the capacity of MRC staff and service providers							
1.4.4 Innovative information, communication technology							
1.4.5 Work with employers and training institutions, and provide scholarships where needed, for migrant women to avail of training and skills development opportunities.							
Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from responsive quality services							
Output 2.1. Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to VAW, with a focus on women migrant workers.							
2.1.1 Scoping studies, knowledge products and technical briefs identifying priority legal, policy and practical interventions to prevent and respond to violence against women, with a focus on women migrant workers							
2.1.2 Multi-stakeholder national consultations and regional cross-sectoral consultations on legal and policy interventions that prevent and respond to violence against women migrant workers							
2.1.3 Technical comments to governments and ASEAN on draft policy, accountability tools and legislation that prevent and respond to violence against women migrant workers							
2.1.4 Regional meetings to share and exchange policies and practices to prevent and respond to violence against women throughout the migration cycle							
Output 2.2. Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral services provision that respond to the needs of migrant women workers is strengthened							

2.2.1 Institutional capacity and accountability to implement and evaluate policy commitments and invest in quality services that prevent and respond to violence against women migrant workers							
2.2.2 Instruments and tools that strengthen coordination of and access to quality services for women migrant workers							
2.2.3 Strengthening coordination of and access to quality services, informed by services data, for women migrant workers							
Output 2.3. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle. Output 02.03. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle.							
2.3.1 Capacity building to women's groups, CBOs and local government agencies to prevent violence and trafficking of women migrant workers, and increase access to quality services							
2.3.2 Support and promote community based interventions aimed at raising awareness and changing social norms around women's labour migration, preventing violence against women and trafficking and promoting gender inequality							
2.3.3 Build and strengthen national and transnational peer-to-peer networks of women migrant workers							
2.3.4 Innovative information, communication technology to prevent violence and trafficking of women migrant workers, and increase access to quality services							
Output 2.4: Capacity of front-line services providers (health, social and criminal justice) to respond to the needs of women migrants experiencing violence and trafficking is enhanced.							
2.4.1 Skills building for appropriate engagement with victims of violence and trafficking by front-line/initial contact service providers							
2.4.2 Skills building on quality responses and service referral to front-line/initial contact service providers, to increase access for migrants who are or have experienced violence and trafficking							

2.4.3 Tools to guide service delivery and referral, for dissemination to stakeholders to encourage replication and adaption							
Objective 3: Knowledge and attitudes on the rights, experiences and contributions of women migrant workers are improved							
Output 3.1. Research, data and good practices on fair safe and fair labour migration for women are developed, shared and used to inform policies and programmes.							
3.1.1 Research and produce knowledge products on estimates of women migrant workers, sectoral working conditions and migration costs							
3.1.2 Research and produce knowledge products on perceptions and attitudes towards women migrant women, including violence against women migrant workers and the root causes							
3.1.3 Research and produce knowledge products on women migrant workers' experiences of violence throughout the migration cycle							
3.1.4 Collect, analyse and exchange good practices for changing attitudes and behaviours towards women migrant workers in the region, including from the perspective of women migrant workers							
3.1.5 Interregional meetings and support key stakeholders, including women migrant workers, to attend international and regional processes and events for the purposes of exchanging best practices on fair and safe labour migration for women							
Output 3.2. Capacity of relevant ministries and national statistics offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.							
3.2.1 Technical assistance on capacity to collect gender and age disaggregated labour migration statistics within ASEAN, through administrative and survey data, engaging with the International Labour Migration statistics Database							
3.2.2 Capacity building for collection and analysis of VAW data disaggregated by migratory status, in line with SDGs							
3.2.3 Technical assistance and training on data collection against SDG indicators on labour migration and on analysing data							

Output 3.3. Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking and gender based discrimination of women MWs.							
3.3.1 Public awareness campaign focused on the perceptions and attitudes around women migrant workers incorporating evidence on the contributions women migrant workers make to society and development, with particular focus on youth groups						Onxy Charity Association of Selangor (Project Liber8)	3.3.1 Already under IA with Onxy Charity Association Selangor (Project Liber8) 29 April 2022 - 31 March 2023
3.3.2 Public awareness campaign focused on violence against women migrant workers, including what comprises violence, how it manifests and it's impacts							
3.3.3 Campaign to tripartite plus constituents, in particular employers and duty-bearers, on the good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers							

MYANMAR							
	Activity	Q1	Q2	Q3	Q4	Implementing Partners	Remarks
Output 1: Women migrant workers are better protected by gender sensitive labour migration governance frameworks							
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.							
1.1.1 Knowledge products and technical briefs identifying priority legal and policy interventions							
1.1.2 Tripartite plus national consultations and regional cross-sectoral and inter-ministerial consultations on legal and policy interventions							
1.1.3 Technical support to governments and ASEAN on draft policy and legislation based on international normative frameworks							
1.1.4 Support to tripartite plus constituents at the regional and national level to develop skills recognition frameworks							
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.							
1.2.1 Training and tools to tripartite plus stakeholders to improve implementation of policies and quality services (Including ITC Turin trainings and skill development)							
1.2.2 Tools to build the capacity of employer bodies, private sector partners and employers							
1.2.3 Multi-disciplinary workshops on gender responsive labour inspection, systems and protocols between public service providers and law enforcement officials							
1.2.4 Technical and organisational support to build the institutional capacity of tripartite plus partners							
Output 1.3: Opportunities for women migrant workers to organise at the regional, national and local level to enhance safe and fair migration and address gender based discrimination is increased							
1.3.1 Technical and organisational support to build and strengthen trade unions and migrant associations in sectors in which migrant women work, including informal sectors, and increase constructive engagement with women migrants	1.3.1a Provide technical and financial assistance to Trade Unions linked with women migrant workers and families in their community to accessible of services for safe migration and GBV					SAF Confederation of Trade Unions Myanmar (CTUM) Future light Center (FLC) BBC Media Action Mawk Kon	Shan State, Bago region, Yangon Region, Kayin State

1.3.2 Coordination of regional social partners and CSOs to support the ability of women migrant workers to organise/network and receive services across countries							
Output 1.4: Access to authoritative information and integrated support services on fair and safe labour migration and risks of trafficking is improved for women and members of their families, including through the use of innovative technology.							
1.4.1 Support services to women migrant workers and their families through MRCs	1.4.1 Continue support to Migrant Centre (MC) which are run by CSOs and non government entities, with specific capacity to respond to the needs of women and their families before, during and after migration (including distribution of key messages of Safe migration , knowledge and information sharing on labour rights and migration policies and news, capacity building trainings, financial assistance, case management services and public awareness campaigns)					Mawk Kon Tacheileik MRC Confederation of Trade Unions Myanmar(CTUM) Future Light center (FLC) BBC MA	Yangon region, Bago region, Kayin state, Shan state(Eastern), Kayin State, Social media platform covered Myanmar migrant workers in Thailand and Myanmar
1.4.2 Cross-border cooperation and sharing of experiences/linked services between MRCs							
1.4.3 Training to increase the capacity of MRC staff and service providers	Mawk Kon Tacheileik MRC, Confederation of Trade Unions Myanmar(CTUM), Future Light center(FLC) , BBC MA					Mawk Kon Tacheileik MRC Confederation of Trade Unions Myanmar(CTUM) Future Light center (FLC) BBC MA	Yangon region, Bago region, Kayin state, Shan state(Eastern), Kayin State, Social media platform covered Myanmar migrant workers in Thailand and Myanmar
1.4.4 Innovative information, communication technology							
1.4.5 Work with employers and training institutions, and provide scholarships where needed, for migrant women to avail of training and skills development opportunities.							
Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from responsive quality services							
Output 2.1. Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to VAW, with a focus on women migrant workers.							
2.1.1 Scoping studies, knowledge products and technical briefs identifying priority legal, policy and practical interventions to prevent and respond to violence against women, with a focus on women migrant workers							
2.1.2 Multi-stakeholder national consultations and regional cross-sectoral consultations on legal and policy interventions that prevent and respond to violence against women migrant workers							

2.1.3 Technical comments to governments and ASEAN on draft policy, accountability tools and legislation that prevent and respond to violence against women migrant workers							
2.1.4 Regional meetings to share and exchange policies and practices to prevent and respond to violence against women throughout the migration cycle							
Output 2.2. Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral services provision that respond to the needs of migrant women workers is strengthened							
2.2.1 Institutional capacity and accountability to implement and evaluate policy commitments and invest in quality services that prevent and respond to violence against women migrant workers							
2.2.2 Instruments and tools that strengthen coordination of and access to quality services for women migrant workers							
2.2.3 Strengthening coordination of and access to quality services, informed by services data, for women migrant workers							
Output 2.3. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle. Output 02.03. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle.							
2.3.1 Capacity building to women's groups, CBOs and local government agencies to prevent violence and trafficking of women migrant workers, and increase access to quality services							
2.3.2 Support and promote community based interventions aimed at raising awareness and changing social norms around women's labour migration, preventing violence against women and trafficking and promoting gender inequality							
2.3.3 Build and strengthen national and transnational peer-to-peer networks of women migrant workers							
2.3.4 Innovative information, communication technology to prevent violence and trafficking of women migrant workers, and increase access to quality services							

Output 2.4: Capacity of front-line services providers (health, social and criminal justice) to respond to the needs of women migrants experiencing violence and trafficking is enhanced.							
2.4.1 Skills building for appropriate engagement with victims of violence and trafficking by front-line/initial contact service providers							
2.4.2 Skills building on quality responses and service referral to front-line/initial contact service providers, to increase access for migrants who are or have experienced violence and trafficking							
2.4.3 Tools to guide service delivery and referral, for dissemination to stakeholders to encourage replication and adaption							
Objective 3: Knowledge and attitudes on the rights, experiences and contributions of women migrant workers are improved							
Output 3.1. Research, data and good practices on fair safe and fair labour migration for women are developed, shared and used to inform policies and programmes.							
3.1.1 Research and produce knowledge products on estimates of women migrant workers, sectoral working conditions and migration costs							
3.1.2 Research and produce knowledge products on perceptions and attitudes towards women migrant women, including violence against women migrant workers and the root causes							
3.1.3 Research and produce knowledge products on women migrant workers' experiences of violence throughout the migration cycle							
3.1.4 Collect, analyse and exchange good practices for changing attitudes and behaviours towards women migrant workers in the region, including from the perspective of women migrant workers							
3.1.5 Interregional meetings and support key stakeholders, including women migrant workers, to attend international and regional processes and events for the purposes of exchanging best practices on fair and safe labour migration for women							
Output 3.2. Capacity of relevant ministries and national statistics offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.							

3.2.1 Technical assistance on capacity to collect gender and age disaggregated labour migration statistics within ASEAN, through administrative and survey data, engaging with the International Labour Migration statistics Database							
3.2.2 Capacity building for collection and analysis of VAW data disaggregated by migratory status, in line with SDGs							
3.2.3 Technical assistance and training on data collection against SDG indicators on labour migration and on analysing data							
Output 3.3. Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking and gender based discrimination of women MWs.							
3.3.1 Public awareness campaign focused on the perceptions and attitudes around women migrant workers incorporating evidence on the contributions women migrant workers make to society and development, with particular focus on youth groups							
3.3.2 Public awareness campaign focused on violence against women migrant workers, including what comprises violence, how it manifests and its impacts							
3.3.3 Campaign to tripartite plus constituents, in particular employers and duty-bearers, on the good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers							

PHILIPPINES							
	Activity	Q1	Q2	Q3	Q4	Implementing Partners	Remarks
Output 1: Women migrant workers are better protected by gender sensitive labour migration governance frameworks							
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.							
1.1.1 Knowledge products and technical briefs identifying priority legal and policy interventions	1.1.1a Produce and disseminate Country Technical Brief (2022 labour migration situationer)					SAF (consultant with inputs from NPAC)	PHL labour migration situation including COVID recovery; labour migration risks, challenges, strategies/responses; emphasis on women OFWs; highlights of SAF intervention, strategies.
	1.1.1b Produce and disseminate a briefer and/or technical paper on C190 - importance of ratification for the Philippines, esp. women and migrant workers					Excol researcher/writer to do technical paper; Partnership with expanded TWC on C190 Ratification; union advocates (PSLINK, NAGKAISA); Parliamentarians Campaign	Content to cover highlights of gaps (ref: DOLE ILS study); issues and concerns of stakeholders on ratification; challenges in implementation; joint advocacy/campaign plans.
	1.1.1c Produce and disseminate a briefer and/or technical paper on OFW reintegration framework/strategy (national policy and strategic directon) and common operaitonal guide (OFW Reintegration Advisor and Referral Pathways)					Jointly by SAF and BRIDGE; Partnership with DMW-Asec on Reinteg; Sub-Committee on Int'l Migration and Development (SCIMD); Excol researcher-writers for technical papers, briefers; Excol IT consultant for digital portal of Advisor.	Technical paper on strategic framework/policy will include analysis of OFW reintegration in the context of PHL labour migration; proposed national policy and strategic direction, principles, goals on OFW reintegration; social protection as one of backbones of effective and sustainable reintegration; gender-responsiveness; Technical paer/ briefer on "OFW Reintegration Advisor and Referral Pathways" will include rationale and operational concept of the Advisor/ Referral Pathways as common tool for OFW/policy makers, service provdiers to smartly identify, access reintegration programmes and services through key "pathways"; with focus on women/gender dimensions; issuance of SCIMD Resolution supporting Reintegration Advisor; hosting/maintenance of Advisor.
	1.1.1d Produce and disseminate a technical paper on social protection for OFWS and families, esp women and MDWs					Excol researcher-writer for the technical paper; Jointly by SAF, BRIDGE and ILO CO PHL (link to tripartite social protection floor cluster/process)	Content to include importance; gaps/analysis and recommendations on enhancing coverage; as pillar of reintegration; inclusion in the Philippine SPF Agenda/Strategy;social insurance as part of OCIVD/pandemic/OSH safety net.

	1.1.1e Produce and disseminate an annotated online repository of migrant health laws and policies as well as legislative/policy agenda on OFW/migrant health in partnership with Philippine Migrant Health Network (PMHN)				Excol researcher-writer for the technical paper; Excol IT consultant to create online dynamic (updatable) repository; draft legislative and policy agenda on OFW health Partnership with Philippine Migrants Health Network (PMHN - convenor: DOH)	Annotattion to focus on migrant health laws, policies, services which include responses to COVID/public health emergencies. relevance to OFWs, women; gender and GBV markers; localization; accessiblity and operational chalenges/ issues; repository will be hosted and maintained by DOH / PMHN.
	1.1.1f Support the updating/revision and production of the 2nd edition of the OFW Handbook; facilitate stakeholders' inputs and recommendations and/or provide technical inputs				Excoll researcher-writer / module developer Partnership with DMW	This will depend on DMW timeline if they'll act on this in 2023; SAF to co-convene stakeholders' consultations to get inputs/ recommendations, provide support to DMW in producing new edition; 1st edition released by POEA in Q3 2021;"
1.1.2 Tripartite plus national consultations and regional cross-sectoral and inter-ministerial consultations on legal and policy interventions	1.1.2 a Conduct tripartite-plus/stakeholders' consultations on topics to iinclude C190; Reintegration framework and Reintegration Advisor; Social protection for OFWs esp. women and MDWs; Migrants' health policies and services				Same partners as in Acitvty 1.1.1 and 1.1.3.	Priority topics are those related to topics under Activity 1.1.1 and Activity 1.1.3
1.1.3 Technical support to governments and ASEAN on draft policy and legislation based on international normative frameworks	1.1.3 a) Provide technical inputs, proposed revisions or interventions on the following national laws/bills, strategic policies/plans (if tabled for discussion by policy-makers): 1) Institutional and strategic plans, policies or programmes of DMW esp related to recruitment, rientgration, gender/EVAW, MRCs; 2) Expansion of OFW insurance; 3) Endorsement/concurrence resolution/instruments on ratification of C190; 4) Magna Carta of Filipino Seafarers; 5) Proposed revisions/improvements in Kasambahay Law (RA 10361); 6) Review, updating, drafting of strategic national policy and/or implemententation plans (focusing on sections on migrant workers) -- priorities: National Employment Recovery Strategy (NERS); Philippine Development Plan (PDP) 2023-2028 (esp migration/OFW sections/chapter, GCM, SDG national implementantion plans); Gender.				Dept of Migrant Workers (DMW); OWWA; NRCO; Lower House Committee on OFW Affairs (HCOWA); Senate Labour Committee; gender/women committees of House and Senate; DOLE TWC on C190 Ratification; UNITED and trade union partners (SENTRO, FFW, TUCP) on review/ proposed improvements in Kasambahay Law; DOLE on NERS review, updatng, implementation, monitoring (EO 140 names ILO as key technical partner on NERS implementation); SCIMD, NEDA - on PDP, SDG, GCM plans; BRIDGE Project and SCIMD on GCM NIP / PDP review/updating, reintegration; PCW on review/implementation of GEWE; IACAT on IACAT strategic plan; PMHN on migrant health startegic plan	UNW SAF also providing inputs on PDP 2023-2028 focusing on trafficking, EVAW, gender; in collaboration with IACVAWC, IACAT

	<p>Equality and Women Empowerment Plan (GEWE); IACAT strategic plan; migrant health strategic plan (through PMHN);</p> <p>7) Other important laws/bills/policies that may be considered by policy makers on labour migration, with focus on labour standards, decent work, fair recruitment, women/gender equality, ending VAWGBV//trafficking</p>					
1.1.4 Support to tripartite plus constituents at the regional and national level to develop skills recognition frameworks	1.1.4a Provide technical inputs in partnership with TESDA on developing skills recognition and certification framework, including recognition of prior learning and life long learning for OFWs				<p>Excoll on RPL study; jointly with TESDA; ILO Skills for Prosperity project</p> <p>Joint TOR with TESDA, OWWA/NRCO/DMW and ILO (SAF, Skills for Prosperity) on updating/improving skills recognition and certification policy, mechanisms</p> <p>With TESDA, DMW on piloting or replication of shortened online/blended National Certification (NC2) for domestic workers</p>	<p>Focus on conducting assessment study of TESDA Overseas Certification Programe and improving/reforming RPL mechanism/framework esp for OFWs; ensure gender lens; recommendations on ways forward in enhancing skills development, certification and recognition policies and mechanisms for OFWs esp women, MDWs to enhance access to semi-skilled or other job options (including for reintegration and in response to COVID displacement)</p>
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.						
1.2.1 Training and tools to tripartite plus stakeholders to improve implementation of policies and quality services (Including ITC Turin trainings and skill development)	1.2.1a Conduct trainings at national or local levels with key stakeholders (OFW/family CSO, government or tripartite groups) in key regions using the "Toolbox for Safe and Fair Migration of Women OFWs" (developed under MFA IA) and relevant traing tools developed or supported by SAF, ILO, UN Women				<p>Excoll (module developer) for adding specialized modules; use/adapt/ update existng modules on specialized topics eg financial management, DW, organizing of WMW/strengthening of OFW/family orgs</p> <p>Proposed IA with CSO (CMA) on strengthening OFCs/OFW organizations, MRCs, LGU migration programmes and capacities; in partnership with LGUs, OWWA, etc.</p>	<p>Continue to improve SAF Toolbox; continue to develop and add specialized modules e.g. on domestic workers, financial management, organizing/strengthening of OFW/family organizations/ networks; facilitation, leadership, organization development skills</p>
	1.2.1b Provide technical support to government (local units or national agencies) in developing, updating, improving training and tools on labour migration and ensuring gender perspective				<p>Partnership with DMW (on labor migration, recruitment training/monitoing tools; on reintegration; on access to welfare services, nationa laws, ILS, GCM. etc);</p> <p>Partnership with national agencies on developing/improving training and tools on case management; MRC operations, reintegration pathways, skills development, social protection, data management, ending-VAW, ATIP, ILS, etc.</p> <p>Partnership with LGUs in developing/</p>	

					localizing training tools to their context -- eg QC, BARMM, Region 5, Region 6; on case management; MRC manual of operations, reintegration pathways; skills development, data management, ending-VAW, ATIP, ILS, etc.	
	1.2.1c Provide technical support (module development, resource person/facilitator, and/or localizing the training modules) for the UP-CIFAL Professional Course on Global Migration (PCGM) with emphasis on ILS, gender/women MWs/VAW dimensions)				Partnership with CIFAL (existing letter of commitment with ILO); in collaboration with MFA/CMA on using SAF Toolbox as part of PCGM.	Possible partnership in localizing PCGM, including using SAF Toolbox as training reference or tool
1.2.2 Tools to build the capacity of employer bodies, private sector partners and employers	1.2.2a Develop capacity-building tools or IECs for employers/ private sector focusing on C190, fair recruitment, reintegration, skills development, or topics they recommend; ensure gender perspective for these tools/IECs				Excolls for developing tools, IECs; in partnership with ECOP and/or OWWA, DMW, relevant government agencies; use/ build on existing MOA of OWWA, ECOP, DTI; Joint activities or partnership agreements with ECOP (on C190 awareness campaign, reintegration collaboration)	Use/adapt available IECs or reference materials to supplement these training tools (e.g. IECs from ILO, ACE, PCW, TWC C190); including translations into Filipino.
	1.2.2b Develop capacity-building tools, IECs for recruiters on safe and fair recruitment esp of women OFWs, gender-responsiveness/ rights-based approach for Welfare Desk Officers (WEDOs) and officials/ personnel of private recruitment agencies; on recruitment, reintegration support, welfare/support services for OFWs, C190, etc.				Excolls for developing training tools, IECs; for developing recruitment code of conduct/compliance monitoring; Partnership with PASEI/private recruitment groups, DMW, OWWA; BRIDGE project; Proposed IA with PASEI on C190 awareness raising, training recruiters' Welfare Desk Officers (WEDO) - develop module and use SAF Toolbox, including collaboration with DMW on recruitment, reintegration initiatives	
1.2.3 Multi-disciplinary workshops on gender responsive labour inspection, systems and protocols between public service providers and law enforcement officials						
1.2.4 Technical and organisational support to build the institutional capacity of tripartite plus partners	1.2.4a Support capacity-building, institutional and programme development, and strengthening of gender-responsiveness of national or local government or interagency bodies -- esp. newly-created Department of Migrant Workers (DMW), DSWD, interagency bodies (SCIMD, IACAT, TIPC, etc.); LGUs, BARMM, and/or local migration committees/ councils, etc.				Department of Migrant Workers; DMW support: SAF jointly with BRIDGE and/or Ship to Shore programmes; DSWD (social welfare attaches); Intergency bodies (if they request/ need cap. Bldg support) - esp. IACAT/ IACVAWC, SCIMD, TIPC, etc.	Implementation of DMW IRR; review, updating, framing/adoption of core/ institutional programmes, mechanisms, guidelines, policies of DMW; including on gender-responsive and sustainable welfare programmes, fair and ethical recruitment, reintegration, social protection for OFWs, EVAW/ATIP responses, migration data

						*LGUs, local migration committee/ bodies; BARMM	collection/management, governance/ social dialogue;
Output 1.3: Opportunities for women migrant workers to organise at the regional, national and local level to enhance safe and fair migration and address gender based discrimination is increased							
1.3.1 Technical and organisational support to build and strengthen trade unions and migrant associations in sectors in which migrant women work, including informal sectors, and increase constructive engagement with women migrants	1.3.1a Provide technical and organizational support for migrant / family organizations, cooperatives and/or their networks to build/strengthen these orgs, federations, networks in priority regions -- Region 5, Region 6, National Capital Region, BARMM, national-level orgs/networks, other regions as identified in 2023					Support for organizing, networking, organization development Included in MRC IAs of llocal governments (Negros Occidental Province, Tabaco City, Quezon City); Will be included in IAs being drafted for BARMM, with CSOs (e.g. CMA), with trade unions (e.g. SENTRO, UNITED); Collaboration with specific networks/ federation of OFW/family organizations in the priority regions (e.g. TALUBO in R5; MCG in R6, OFW Negros Occ. Federation in Negros Province, etc.); Ongoing SAF online communities of practice (CoPs) / social media groups -- Luzon, Visayas, Mindanao, National CoPs	Including building the SAF online network/ communities of practice (CoPs) in Luzon, Visayas, Mindanao and national orgs.
	1.3.1b Support trade unions in organizing and networking of migrant workers and their families					IA with SENTRO on building, convening/ launching, founding assembly of the Transnational Union of Filipino DW/care workers; to provide technical support in organizing/networking of Filipino migrant workers; IA with UNITED Domestic Workers of the PHL -- support for organizing/ strengthening of UNITED, advocacy for local laws on DW; reivew/reforms on Domestic Worker Law	IA with SENTRO, UNITED being finalized.
1.3.2 Coordination of regional social partners and CSOs to support the ability of women migrant workers to organise/ network and receive services across countries							
Output 1.4: Access to authoritative information and integrated support services on fair and safe labour migration and risks of trafficking is improved for women and members of their families, including through the use of innovative technology.							
1.4.1 Support services to women migrant workers and their families through MRCs	1.4.1 a) Support the establishment or strengthening of MRCs and migration services in priority regions in the country - technical support and/or partnership with local government units (LGUs), line agencies, migrant organizations and CSO partners. Priority areas.					IA with Tabaco City LGU; with support by CMA and TALUBO migrant federation; IA with Negros Occidental LGU; with support by CMA and OFW Negros Occidental Federation;	*IAs focus on establishing or enhancing gender-responsvie MRCs, OFW help desks, migration programmes/services and governance, strenghtening migrant orgs as stakeholders, building women's leadership and participation;

	<p>1) Tabaco City MRC (Region 5/Bicol)</p> <p>2) Negros Occ Province MRC (Region 6/Western Visayas)</p> <p>3) Quezon City MRC (National Capital Region);</p> <p>4) BARMM MRC (Muslim Mindanao Region);</p> <p>5) IA with CSO as MRC and in supporting other MRCs in terms of training, case management, strenghtening of OFW orgs as partners in MRC operation; drafting of local ordinance/legal basis for MRC/migration governance;</p> <p>6) Iloilo Province MRC (Region 6/Western Visayas)</p>				<p>IA with Quezon City LGU; with BRIDGE project; CMA, OFW Federation;</p> <p>Proposed IA with BARMM; with BARMM Minsitry of Labor and Employment (MOLE); Kaagapay, Kagkalimwa; joint support by SAF and BRIDGE;</p> <p>Proposed IA Iloilo Province LGu(s), DOLE, OWWA; MCG, Signpost;</p> <p>Proposed IA with CMA - as MRC (providing case mgt and other services for WMWs) plus as general training partner for several MRCs; training on case management; training MRCs in at least 5 additional LGUs; building MOA/local ordinance to support MRC/ migration programme/ help desk; + capacity- bldg/networking of migrant associations/networks</p>	<p>Priorities: Region 5/Bicol, Region 6/ Western Visayas, Region 11 (or other region in Mindanao), NCR, BARMM:</p> <p>Use/reference SAF Toolbox; use/reference other SAF, UNW, ILO training materials and tools;</p> <p>IA with Negros Occidental Province (Region 6) - launched on 18 Dec 2020;</p> <p>IA with Tabaco City (Region 5) - launched on 18 Dec 2020;</p> <p>IA with Quezon City launched 22 August 2022;</p> <p>IA with CMA - draft IA and supportng documents being drafted.</p>
<p>1.4.2 Cross-border cooperation and sharing of experiences/linked services between MRCs</p>	<p>1.4.2a Support or co-organize with relevant government agencies (esp. DMW, OWWA, NRCO, DSWD and/or DOLE, DFA cross-border online initiatives -- priority corridors with CODs in ASEAN, East Asia, GCC</p>				<p>Partnership with DMW, OWWA, NRCO, DSWD, DOLE (on C190) -- joint activities; MOU, IA</p>	<p>On knowledge/experience sharing and exchanges, learning sessions, issue discussions, joint activities; training; orienting OFWS on services/service providers in PHL at natinal or local levels esp on "CLIENTS" services, case referrals, legal assistance, reintegration support; linking MRCs in the PHL and abroad; linking/ referring cases or services for OFWs esp women -- to strengthen collaboration and deepen knowledge/ awareness; highlight gender/women/GBV</p>
	<p>1.4.2b Support and/or co-organize online cross-border initiatives with non-government partners (CSOs, trade unions, OFW groups) in priority CODs (Malaysia, Singapore, Hong Kong, GCC)</p>				<p>Partnership with between migrant groups/trade unions/migrant coops abroad (PLU, AMCU, FADWU in HK and Macau; AMMPO in Malaysia and Singapore); withmigrant groups, SAF CoPs in the PHL, trade unions in the PHL (SENTRO, UNITED, FFW, TUCP, PSLINK) and civil society (JWB, LBB, MFA, CMA, WLB, LEARN, etc.) on case referrals, legal assistance, reintegration support, joint activities, training, information sharing, exchange of experiences; Asia/ international networking of OFWs and MDWs.</p>	<p>On linking/coordinating local/LGU and MRC services and referrals; joint trainings, learning sessions, knowledge/information exhchange, advocacy/awareness activities, reintegration linkages, and in building the networks/orgs/communities of OFW abroad and the Philippines;</p> <p>On linking OFWs abroad with national programmes, services including on reintegration, access to justice;</p>

1.4.3 Training to increase the capacity of MRC staff and service providers	1.4.3a Capacity-building of staff of MRC and service providers - conduct training workshops (online or blended) for staff of partner MRCs, OFW helpdesks, and service providers or partners in Activity 1.4.1, 1.4.2, 1.2.4.				<p>Included in IA's of MRCs; included in proposed IA's with CSOs (CMA);</p> <p>Collaboration with OWWA/DMW, NRCO, relevant agencies; OFW/family organizations and CSOs in respective regions</p>	<p>KSA development to emphasize on migration-gender-development principles and perspectives; provision of "CLIENTS" services, gender-responsive and survivor-centered approach, etc.;</p> <p>Use SAF, UNW, ILO training materials and tools.</p>
1.4.4 Innovative information, communication technology	1.4.4 a) Virtual MRC (online gender-responsive one-stop portal) - develop template and operationalize a national online portal;				<p>Excoll - IT consultant (vMRC, Reintegration Advisor)</p> <p>Reinteg Advisor collab with DMW, SCIMD, ECOP, LGUS, BARMM, etc.</p> <p>IA/MOU with DMW (Asec Vennie) / NRCO / OWWA;</p> <p>Possible IA/MOU with CFO on Balinkbayan portal?"</p>	<p>Include links to services/programmes of key government and tripartite partners, NPAC members, CSO partners, LGUs, MRCs; key features: migration information; services and programmes of national and local agencies, MRCs, other service providers; reporting, complaints, referral channels; reintegration and migration and development pathways and support.</p> <p>Linked to Reintegration Advisor digital portal; Babaeng BiyaHero campaign website</p>
	1.4.4b Support mobile MRCs - SAF Babaeng BiyaHero "May I help you" information kiosk at the airport and mobile app - maintain, update and further develop the information kiosk and mobile app as mobile information, help and referral channels for OFWs esp. women (linked to 3.3.1)				<p>IT Excoll -- updating, improvements in app, kiosk; usage monitoring; additional kiosks;</p> <p>Building on results from UN Women SAF IA;</p> <p>Partnership with MIAA in hosting kiosk</p> <p>Kiosks in LGU MRCs, eg QC?</p>	<p>The kiosk and mobile app were launched on 18 Dec 2020; starting content, instructional video (with Maine Mendoza, celebrity champion), and software developed in 2020 through UN Women contract; in 2021: do further improvement/development of software/mobile app, continued updating of content; replication/installation of kiosk in NAIA T1 and T2 and possible additional sites;</p> <p>COVID response: information and referrals provided by the kiosk and mobile app include COVID-related information, advisories and referrals ***information kiosks in NAIA T1 and T2; ****mobile app"</p>
1.4.5 Work with employers and training institutions, and provide scholarships where needed, for migrant women to avail of training and skills development opportunities.	1.4.5a Training and skills development opportunities for women OFWs -- Work in partnership with ECOP, TESDA, OWWA, NRCO/DMW or other TVET or skills training institutions to provide programmes, trainings (online, blended or face to face if allowed); with skills certification				<p>#WOMENOFWSCANDOIT scholarship programme piloted in Dec 2020; partnership with ILO Women in STEM, TESDA-NCR, NRCO/DMW, OWWA;</p> <p>Excoll - skills consultant</p> <p>Proposed MOA with TESDA, OWWA</p>	<p>The kiosk and mobile app were launched on 18 Dec 2020; starting content, instructional video (with Maine Mendoza, celebrity champion), and software developed in 2020 through UN Women contract; in 2021: do further improvement/development of software/mobile app, continued updating of content; replication/installation of kiosk in NAIA T1 and T2 and possible additional</p>

<p>1.4.5 Work with employers and training institutions, and provide scholarships where needed, for migrant women to avail of training and skills development opportunities.</p>	<p>1.4.5a Training and skills development opportunities for women OFWs -- Work in partnership with ECOP, TESDA, OWWA, NRCO/DMW or other TVET or skills training institutions to provide programmes, trainings (online, blended or face to face if allowed); with skills certification</p>					<p>ILO on national rollout/partnership on #WOCDI; MOA/Proposed IA with ECOP on reintegration, job referrals"</p>	<p>sites. COVID response: information and referrals provided by the kiosk and mobile app include COVID-related information, advisories and referrals. ***information kiosks in NAIA T1 and T2; ****mobile app"</p>
<p>Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from responsive quality services</p>							
<p>Output 2.1. Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to VAW, with a focus on women migrant workers.</p>							
<p>2.1.1 Scoping studies, knowledge products and technical briefs identifying priority legal, policy and practical interventions to prevent and respond to violence against women, with a focus on women migrant workers</p>							
<p>2.1.2 Multi-stakeholder national consultations and regional cross-sectoral consultations on legal and policy interventions that prevent and respond to violence against women migrant workers</p>	<p>2.1.2a Localization of Interagency Coordination on VAW, Migration and Trafficking and Institutionalizing CSO Participation in Interagency Mechanisms</p>					<p>TALIKALA, Inc. and Philwomen on ASEAN Network</p>	
	<p>2.1.2c Legislative Advocacy local (City Ordinance/ City Resolution) and national policies (including Joint Memorandum) for strengthened multistakeholder coordination among VAW/ Sexual Violence, trafficking, migration services for WMWs</p>					<p>Safe and Fair Task Force Campaigns</p>	
	<p>2.1.2d Technical Paper (Inputs and Recommendations) on the Strategic Plans of the Interagency Council on Violence against Women and their Children (IACVAWC) and Interagency Council against Trafficking (IACAT); and the Philippine Development Plan (PDP)</p>					<p>Women's Legal and Human Rights Bureau (WLB) Women and Migrants' CSOs</p>	
<p>2.1.3 Technical comments to governments and ASEAN on draft policy, accountability tools and legislation that prevent and respond to violence against women migrant workers</p>							
<p>2.1.4 Regional meetings to share and exchange policies and practices to prevent and respond to violence against women throughout the migration cycle</p>							
<p>Output 2.2. Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral services provision that respond to the needs of migrant women workers is strengthened</p>							
<p>2.2.1 Institutional capacity and accountability to implement and evaluate policy commitments and invest in quality services that prevent and respond to violence against women migrant workers</p>							

2.2.2 Instruments and tools that strengthen coordination of and access to quality services for women migrant workers							
2.2.3 Strengthening coordination of and access to quality services, informed by services data, for women migrant workers	2.2.3a Consultation-workshops on development and/or strengthening of VAW protocols and coordinated quality services in Marikia City and Talisay City					WLB Likhaan Center for Women's Health Lawyers Beyond Borders	
	2.2.3b Development of case studies on good practices of agencies and/ or experiences of women migrant workers accessing services on VAW highlighting LNOB						
	2.2.3c Mapping and Analysis in view of Strengthening Coordinated and Quality Emergency Health Services (including SRHR or Sexual and Reproductive Health, Sexual Assault Kit/ Emergency Contraception, PEP for HIV) for Women Migrant Workers in the Philippines, Malaysia, Singapore and Kuwait						
	2.2.3d Mapping and Analysis in view of Strengthening Coordinated and Quality Police and Justice coordination mechanisms and referral pathways and protocols for women migrant workers subject to violence (sexual violence on-site, intimate partner violence, trafficking including for the purpose of sexual exploitation) in the Philippines, Malaysia, Singapore and Kuwait						
	2.2.3e Dissemination of service directory of available VAW services for WMWs at national and local levels						
2.3.2 Support and promote community based interventions aimed at raising awareness and changing social norms around women's labour migration, preventing violence against women and trafficking and promoting gender inequality	2.3.2a Community Consultations on Challenging Victim Blaming and Promoting Empowering View on Women Migrant Workers					Women and Migrant Community-based Organizations	
	2.3.2b Strengthening VAW and Migration Advocacy among Migrant and Women Community-based Organizations						
Output 2.3. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle. Output 02.03. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle.							
2.3.1 Capacity building to women's groups, CBOs and local government agencies to prevent violence and trafficking of women migrant workers, and increase access to quality services							
2.3.2 Support and promote community based interventions aimed at raising awareness and changing social norms around women's labour migration, preventing violence against women and trafficking and promoting gender inequality	Community Mobilization to Prevent Violence against Women and Trafficking, and Increase Women Migrant Workers' Access to Coordinated and Quality Essential Services in 3 areas (Bulacan, Tondo, and Caloocan)					Coalition Against Trafficking in Women Asia-Pacific (CATW-AP)	

2.3.3 Build and strengthen national and transnational peer-to-peer networks of women migrant workers							
2.3.4 Innovative information, communication technology to prevent violence and trafficking of women migrant workers, and increase access to quality services							
Output 2.4: Capacity of front-line services providers (health, social and criminal justice) to respond to the needs of women migrants experiencing violence and trafficking is enhanced.							
2.4.1 Skills building for appropriate engagement with victims of violence and trafficking by front-line/initial contact service providers	Capacity building on Survivor-Centered Protocols and institutionalizing coordinated and quality multi-sectoral essential services for women migrant workers (agency-level) Department of Health (with key units involved in VAW and migration with programmes on mental and psychosocial health, sexual and reproductive health and rights, medical repatriation among others)					DOH	
2.4.2 Skills building on quality responses and service referral to front-line/initial contact service providers, to increase access for migrants who are or have experienced violence and trafficking							
2.4.3 Tools to guide service delivery and referral, for dissemination to stakeholders to encourage replication and adaption	Five (5) finalized and localized Tools for adoption by key government agencies, and in 2 project areas (complementing 2.4.1)					DFA PNP DOH Urdaneta and Cebu City	
Objective 3: Knowledge and attitudes on the rights, experiences and contributions of women migrant workers are improved							
Output 3.1. Research, data and good practices on fair safe and fair labour migration for women are developed, shared and used to inform policies and programmes.							
3.1.1 Research and produce knowledge products on estimates of women migrant workers, sectoral working conditions and migration costs	3.1.1 a) Support research on Impacts of Migration on Children of OFWs and how this relates with OWWA services, and deployment and/or reintegration policies (spearheaded by BRIDGE Project, Yale University; with support of OWWA, POEA/DMW, SAF)					ILO-UN Women-IOM BRIDGE project; researcher from Yale University, IPA, DepEd, OWWA, POEA/DMW SAF Excoll TOR only for making additional report on impacts of recruitment and reintegration policy on OFW/family SAF provides technical support on designing the research, assisting in pre-testing FGDs, contribute to research cost (Excol - researcher), and dissemination of results	Will sample 4,000 OFW households; devised a statistical model to provide data-backed evidence on causal link (not only correlation) between academic performance of children of OFWs, and absence of parent(s) / length of stay abroad, links of deployment/reintegration policies/programmes on stay of OFWs abroad; etc.

3.1.2 Research and produce knowledge products on perceptions and attitudes towards women migrant women, including violence against women migrant workers and the root causes	3.1.2a Produce and disseminate Filipino translation of SAF Glossary; add Philippine-specific section (English with Filipino translation)					Excoll on Filipino translation;	
	3.1.2b Use the SAF glossary (Filipino translation + PHL-specific terms) in conducting training for journalists/media/policy-makers on migration reporting and analysis using the media-friendly terms/SAF Glossary					Target to collaborate with Asian Institute of Journalism and Communications (AIJC), etc.	Focus on training for media practitioners, youth and students of journalism on migration reporting
3.1.3 Research and produce knowledge products on women migrant workers' experiences of violence throughout the migration cycle							
3.1.4 Collect, analyse and exchange good practices for changing attitudes and behaviours towards women migrant workers in the region, including from the perspective of women migrant workers							
3.1.5 Interregional meetings and support key stakeholders, including women migrant workers, to attend international and regional processes and events for the purposes of exchanging best practices on fair and safe labour migration for women	3.1.5a Support participation of women OFW representative (including logistical support, preparations, orientation/building capacity to speak) in 2022 in at least 1 regional or international event						
Output 3.2. Capacity of relevant ministries and national statistics offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.							
3.2.1 Technical assistance on capacity to collect gender and age disaggregated labour migration statistics within ASEAN, through administrative and survey data, engaging with the International Labour Migration statistics Database	3.2.1a 1) Philippine labour migration statistics -- Conduct consultations or follow-up on recommendations of previous consultations on improving PHL data in ILMS; improving systematic collection, monitoring, reporting of other (non-ILMS) key labour migration data; in partnership with PSA					Partnership (joint activities, MOU, IA, etc.) with PSA, SCIMD, Interagency Committee on Migration Statistics (IACMS); including in identifying core datasets of Philippine labour migration statistics (ILMS, other/non-ILMS, gender/VAW-related datasets); developing common protocols/ tools/ procedures in collecting, sharing, reporting; ensuring disaggregation (sex, age, etc.) and gender/ women/ VAW visibility; alignment/linking with SDG, GCM, PDP, DWCP indicators; In collaboration/ coordination with BRIDGE, S2S, ILO HQ/ROAP and TRIANGLE.	Lead: ILO SAF Provide technical assistance on improving coordination, harmonization, adoption of common/standard protocols or procedures, collection, sharing and reporting of sex and age disaggregated Philippine labour migration statistics (ILMS, non-ILMS, and gender/women/VAW-related datasets) with enhanced visibility of women, gender and VAW data; including networking/forming of communities of practice of these data custodians; focus on key migration stats relevant in national reporting indicators (GCM, SDG, PDP, GEWE, DMW reporting, etc.); 1st stakeholders workshop on ILMS and sex-disaggregated migration statistics jointly organized by PSA and ILO through SAF in Sept 2020; 2nd stakeholders

						<p>consultation jointly organized by PSA and ILO through SAF in April 2022.</p> <p>ILO focuses on engagement with PSA's migration data cluster (Interagency Committee on Migration Statistics) and on ILMS and other key labour migration stats; UNW focuses on engagement with PSA's gender data cluster (Intergency Committee on Gender Statistics) and on VAW/GBV stats in the context of migration;</p> <p>Technical support to focus on: a) enhancing gender dimensions and disaggregation of data collection processes, tools, management systems and sharing/consolidation platforms; and b) training for these stakeholders on collecting, analysing, managing, reporting/sharing ILMS and key labour migration data (ensuring gender lens and disaggregation);</p> <p>Technical assistance and training of these partners is under 3.2.3;</p> <p>Technical support and work in partnership with specific groups managing reporting or documentation of migration complaints, redress channels to enhance capacity and align/link these with common/standardized PHL migration data collection procedures/mechanisms -- Migrants Rights Observatory (MRO) of CHR; Hamsa/MRVRS of MFA, PSLINK/ITUC MRA;</p> <p>Promote VAW/GBV reporting channels and advisories of CHR, both in Philippines and abroad; continue discussion on partnership on promoting/strengthening Migrants' Rights Observatory (MRO) as reporting channel on violations, abuses, violence, including in times of COVID/public emergencies</p>
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	3.2.1a 2) Produce, disseminate report of ILMS 2022 consultation; follow up/support the implementation of recommendations of the 1st and 2nd ILMS+ workshops esp. in addressing gaps in the PHL's ILMS data, and collection, monitoring, reporting of other key PHL labour migration statistics					Excoll (data management consultant) to help with follow-up work on ILMS+ recommendations; including managing CoP/network of data partners. Partnership with PSA, IACMS, ILMS focal agencies, other agencies producing/monitoring the other key labour migration statistics; Form coordination cluster/network/CoPs of data partners/ custodians of ILMS and key labour migration data	Lead: ILO SAF Top priority is addressing ILMS data gaps, problems, improvements; ILO - focus on ILMS + labor migration statistics; UNW - focus on VAW-related migration statistics
	3.2.1b Support other data collection initiatives/groups which focus on/include migration data, migrants' rights violations reporting, including VAW/GBV; link these with Philippine migration datasets identified in 3.2.1.a - e.g. CHR MRO, MFA Hamsa, ITUC recruitment advisor, etc					CHR MRO MFA Hamsa/MRVRS; PSLINK/ ITUC MRA, etc.	Lead: ILO SAF
3.2.2 Capacity building for collection and analysis of VAW data disaggregated by migratory status, in line with SDGs	3.2.2a Harmonization of VAW and Migration Administrative Data for IACVAWC					PCW IACVAWC IACAT DFA	Lead: UN WOMEN SAF
	3.2.2b Agency-level Capacity-building on VAW Administrative Data for Migration Agencies						
	3.2.2c Development of Protocols in VAWMW administrative data collection						
3.2.3 Technical assistance and training on data collection against SDG indicators on labour migration and on analysing data	3.2.3a Training for network of partners / data custodians on Philippine migration data (identified in 3.2.1 / 3.2.2) on collection and analysis of labour migration data in line with SDG, GCM and/or PDP indicators					PSA SCIMD (NEDA/DFA)	Lead: ILO SAF
Output 3.3. Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking and gender based discrimination of women MWs.							
3.3.1 Public awareness campaign focused on the perceptions and attitudes around women migrant workers incorporating evidence on the contributions women migrant workers make to society and development, with particular focus on youth groups	3.3.1 a) Periodic public awareness campaign/activities (online or blended) -- organize or support and highlight issues of women OFWs and VAW, changing attitudes towards women OFWs, OFW options/agency and contributions to society and development; particularly on key dates: a) Kasambahay/local DW Day (18 January); b) International women's month (March); c) Labour Day (May 1); d) National OFW/MW Day and International DW Day (7 and 16 June); e) World Day Against Trafficking (30 July); and f) Month of Overseas Filipinos/SAF days of Activism (25 Nov/EVAW Day to 18 Dec/International Migrants Day).					Spearheaded through the SAF PHL Campaign Task Force; jointly planned by ILO and UNW; cost-sharing; Babaeng BiyaHero campaign; SC with PR company for Nov-Dec events Pro-bono partnership with celebrity champions/ advocates Coordinate with government agencies/ multistakeholder bodies spearheading activities on key dates, e.g. DOLE BSCW (Jan/Kasambahay Day); OWWA (June/National MW Day; DOJ-IACAT (JulWDAT), Tech Working Committee on MOF (Dec/MOF)	Planning and implementation of the campaign activities jointly done by ILO and UNW SAF to ensure coherent and optimize the activities, time and resources; implementation of March and Nov 25 events usually spearheaded by UNW, and May, June and Dec 18 events by ILO; Continuation of similar public activities done during same occasions/periods in 2020 onwards; 2019 and 2020 events engaged PR agency (Ogilvy); SAF celebrity champions/supporters -- Maine Mendoza (celebrity champion)

							also engaged Suzi Abrera and Glaiza de Castro, PETA performers
	3.3.1b) SAF campaign IEC materials (online/digital and social media materials, printed materials) -- Produce and disseminate IECs in relation to the campaigns in 3.3.1/3.3.2 ; emphasize on women OFWs, ERAW, trafficking, gender issues, migrants' issues; voice, choice agency of women; access to services and programmes; good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers					SAF PHL Campaign Task Force; campaign partners; Babaeng BiyaHero campaign IA with MRCs, LGUs, OFW helpdesks IA with advertising agency (Ogilvy) on PR/media component) Pro-bono partnership with UNW celebrity champion/advocate for ILO	Jointly planned and implemented by ILO and UN Women; Continuation of similar IECs, social media and online information done/circulated in 2020, including COVID-related information IECs developed for public activities in 3.3.1 and 3.3.2 Including IECs based on SAF technical papers, studies, international standards/guidelines (eg on C190/P29/C181); on COVID; IECs developed by partner MRCs/LGUs
	3.3.1c) Public awareness campaign/activities (online or blended) on C190; including dissemination and/or production of C190 IECs					"*Partnership with TWC C190 Ratification; *Part of IA/partnership (separately) with SENTRO, PASEI, ECOP."	Lead: ILO SAF Use IECs on C190 from ROAP/HQ, TWC C190 and/or produce SAF PHL's own IECs
3.3.2 Public awareness campaign focused on violence against women migrant workers, including what comprises violence, how it manifests and it's impacts	3.3.2 a) Joint Public Awareness Events together with SAF Task Force on Campaigns, increasing involvement of grassroots WMW for IWD					SAF PHL Campaign Task Force campaign partners	Lead: UN WOMEN SAF
	3.3.2 b) Development of Norms/ Behavior Change Strategies targeting youth, family of women OFWS, and men/ husbands/ male partners)						
	3.3.2 c) Development and/ or local translation of IEC and promotional materials for raising awareness and changing social norms around women's labour migration, preventing violence against women and trafficking and promoting gender inequality						
3.3.3 Campaign to tripartite plus constituents, in particular employers and duty-bearers, on the good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers							

THAILAND							
	Activity	Q1	Q2	Q3	Q4	Implementing Partners	Remarks
Output 1: Women migrant workers are better protected by gender sensitive labour migration governance frameworks							
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.							
1.1.1 Knowledge products and technical briefs identifying priority legal and policy interventions							
1.1.2 Tripartite plus national consultations and regional cross-sectoral and inter-ministerial consultations on legal and policy interventions	1.1.2a Raising awareness among employers on standards for adequate housing as set out in the international standards for migrant workers, with specific attention to women migrant workers					MOL Tripartite constituents SAF	
	1.1.2b Raising awareness among employers on violence and harassment at work						
1.1.3 Technical support to governments and ASEAN on draft policy and legislation based on international normative frameworks							
1.1.4 Support to tripartite plus constituents at the regional and national level to develop skills recognition frameworks							
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.							
1.2.1 Training and tools to tripartite plus stakeholders to improve implementation of policies and quality services (Including ITC Turin trainings and skill development)							
1.2.2 Tools to build the capacity of employer bodies, private sector partners and employers	1.2.2a Development of an Employers' guide on meeting standards for adequate housing as set out in the international standards and good practices, and its dissemination					SAF ECOT	
	1.2.2B Translation and dissemination of Employer's guide on Violence and Harassment at work to employers in Thailand					MOL TDRI	
1.2.3 Multi-disciplinary workshops on gender responsive labour inspection, systems and protocols between public service providers and law enforcement officials							
1.2.4 Technical and organisational support to build the institutional capacity of tripartite plus partners							
Output 1.3: Opportunities for women migrant workers to organise at the regional, national and local level to enhance safe and fair migration and address gender based discrimination is increased							

1.3.1 Technical and organisational support to build and strengthen trade unions and migrant associations in sectors in which migrant women work, including informal sectors, and increase constructive engagement with women migrants	1.3.1a Support the ability of women migrant workers to organise/ network and to provide knowledge on violence against women migrant workers and their empowerment					CSO partner	
	1.3.1b Awareness building of trade unions, CSOs and migrant associations on minimum standards for workers'accommodation.						
1.3.2 Coordination of regional social partners and CSOs to support the ability of women migrant workers to organise/ network and receive services across countries	1.3.2a Support referarals by linking migrant workers to relevant local service providers					WVFT	
Output 1.4: Access to authoritative information and integrated support services on fair and safe labour migration and risks of trafficking is improved for women and members of their families, including through the use of innovative technology.							
1.4.1 Support services to women migrant workers and their families through MRCs							
1.4.2 Cross-border cooperation and sharing of experiences/linked services between MRCs							
1.4.3 Training to increase the capacity of MRC staff and service providers							
1.4.4 Innovative information, communication technology							
1.4.5 Work with employers and training institutions, and provide scholarships where needed, for migrant women to avail of training and skills development opportunities.							
1.4.6 Work with employers and private sector to promote ethical recruitment, women/child rights and protection	1.4.6 a) Training for contractors (construction) on ethical recruitment, labrou and protection rights of migrant workers						
	1.4.6 b) Support private sector to promote ethical recruitment and good labour practices through MOU with contractors					WVFT	
Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from responsive quality services							
Output 2.1. Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to VAW, with a focus on women migrant workers.							
2.1.1 Scoping studies, knowledge products and technical briefs identifying priority legal, policy and practical interventions to prevent and respond to violence against women, with a focus on women migrant workers							

2.1.2 Multi-stakeholder national consultations and regional cross-sectoral consultations on legal and policy interventions that prevent and respond to violence against women migrant workers	2.1.2a National capacity building and consultations on police protocol that prevent and respond to violence against women including women migrant workers, in line with international standards including Essential Services Package.					Police MSDHS OAG MOJ MOPH CSOs Other service providers	
2.1.3 Technical comments to governments and ASEAN on draft policy, accountability tools and legislation that prevent and respond to violence against women migrant workers							
2.1.4 Regional meetings to share and exchange policies and practices to prevent and respond to violence against women throughout the migration cycle							
Output 2.2. Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral services provision that respond to the needs of migrant women workers is strengthened							
2.2.1 Institutional capacity and accountability to implement and evaluate policy commitments and invest in quality services that prevent and respond to violence against women migrant workers							
2.2.2 Instruments and tools that strengthen coordination of and access to quality services for women migrant workers							
2.2.3 Strengthening coordination of and access to quality services, informed by services data, for women migrant workers	2.2.3 a) Technical support and consultative meetings for verification of National SOP and referral mechanisms to strengthen coordination of and access to quality services for women migrant workers, informed by services data.					Police MSDHS OAG MOPH CSOs Other service providers	
Output 2.3. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle. Output 02.03. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle.							
2.3.1 Capacity building to women's groups, CBOs and local government agencies to prevent violence and trafficking of women migrant workers, and increase access to quality services							

2.3.2 Support and promote community based interventions aimed at raising awareness and changing social norms around women's labour migration, preventing violence against women and trafficking and promoting gender inequality	2.3.2a Technical support and promotion of community based interventions, especially promotion and implementation of local SOPs in Bangkok, Chiang Mai and Mae Sot on service delivery and referral pathways for women migrant workers.					FLEP/ HomeNet Migrant Women Project MAP Foundation Rights Beyond Borders Freedom Restoration Project	
	2.3.2b Capacity buildings and outreach programmes of GBV networks of local government and CSOs, targeting in Bangkok, Chiang Mai and Mae Sot, and migrant populated territories to change social norms, as well as to increase access to information and services for women migrant workers and communities on EAW and trafficking prevention.					MSDHS OSCCs OAG Police	
2.3.3 Build and strengthen national and transnational peer-to-peer networks of women migrant workers	2.3.3a Strengthen national, transnational, and local peer-to-peer networks of women migrant workers aimed at increased access to information and services for women migrant workers on VAW and Trafficking prevention and response.					FLEP/ HomeNet Migrant Women Project MAP Foundation Rights Beyond Borders Freedom Restoration Project MSDHS OSCCs OAG Police	
2.3.4 Innovative information, communication technology to prevent violence and trafficking of women migrant workers, and increase access to quality services	2.3.4a Promotion of "Smart Domestic Workers" mobile phone application and the safe technology provision to networks of migrant workers and their communities to prevent and respond to violence and trafficking.					FLEP/ HomeNet Migrant Women Project MAP Foundation	
Output 2.4: Capacity of front-line services providers (health, social and criminal justice) to respond to the needs of women migrants experiencing violence and trafficking is enhanced.							
2.4.1 Skills building for appropriate engagement with victims of violence and trafficking by front-line/initial contact service providers	2.4.1a Training on GBV and gender-responsive essential services to frontline service providers (health, social, and criminal justice, and NGOs) in response to violence against women including women migrant workers and trafficking in persons with the appropriate engagement with women migrant workers.					Police MSDHS OAG MOPH CSOs NGOs	
2.4.2 Skills building on quality responses and service referral to front-line/initial contact service providers, to increase access for migrants who are or have experienced violence and trafficking							
2.4.3 Tools to guide service delivery and referral, for dissemination to stakeholders to encourage replication and adaption	2.4.3a Development and translation of materials for the training for frontlines, improved service delivery, and referral.					Police MSDHS OAG MOPH	

						CSOs NGOs	
Objective 3: Knowledge and attitudes on the rights, experiences and contributions of women migrant workers are improved							
Output 3.1. Research, data and good practices on fair safe and fair labour migration for women are developed, shared and used to inform policies and programmes.							
3.1.1 Research and produce knowledge products on estimates of women migrant workers, sectoral working conditions and migration costs							
3.1.2 Research and produce knowledge products on perceptions and attitudes towards women migrant women, including violence against women migrant workers and the root causes							
3.1.3 Research and produce knowledge products on women migrant workers' experiences of violence throughout the migration cycle							
3.1.4 Collect, analyse and exchange good practices for changing attitudes and behaviours towards women migrant workers in the region, including from the perspective of women migrant workers							
3.1.5 Interregional meetings and support key stakeholders, including women migrant workers, to attend international and regional processes and events for the purposes of exchanging best practices on fair and safe labour migration for women							
Output 3.2. Capacity of relevant ministries and national statistics offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.							
3.2.1 Technical assistance on capacity to collect gender and age disaggregated labour migration statistics within ASEAN, through administrative and survey data, engaging with the International Labour Migration statistics Database							
3.2.2 Capacity building for collection and analysis of VAW data disaggregated by migratory status, in line with SDGs	3.2.2 a) Training and exchange of good practices on VAW Data Guidelines on the Collection and Use of the Administrative Data at local community levels					RBB FLEP MAP MSDHS MOL NSO MOJ,	

3.2.3 Technical assistance and training on data collection against SDG indicators on labour migration and on analysing data							
Output 3.3. Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking and gender based discrimination of women MWs.							
3.3.1 Public awareness campaign focused on the perceptions and attitudes around women migrant workers incorporating evidence on the contributions women migrant workers make to society and development, with particular focus on youth groups	3.3.1 a) Public campaign focusing on the perception and attitudes around women migrant workers incorporating evidence on the contributions women migrant workers make to society and development, with particular focus on youth groups					Universities Youth groups Media	
3.3.2 Public awareness campaign focused on violence against women migrant workers, including what comprises violence, how it manifests and it's impacts	3.3.2 a) Awareness raising campaigns with the aim to provide knowledge and information on VAW, trafficking and gender-based discrimination of women migrant workers, targeting duty-bearers and immediate responders in the communities with an engagement of women migrant workers, their families, male migrant workers, youth, and service providers.					Youth groups Local communities Migrant families Media	
3.3.3 Campaign to tripartite plus constituents, in particular employers and duty-bearers, on the good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers							

VIET NAM							
	Activity	Q1	Q2	Q3	Q4	Implementing Partners	Remarks
Output 1: Women migrant workers are better protected by gender sensitive labour migration governance frameworks							
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.							
1.1.1 Knowledge products and technical briefs identifying priority legal and policy interventions	Take stock the situation of women migrant workers in Central Asia and organise a policy dialogue with the government and other stakeholders to better protect their rights.					VAMAS	The dialogue could possibly take place in June
1.1.2 Tripartite plus national consultations and regional cross-sectoral and inter-ministerial consultations on legal and policy interventions							
1.1.3 Technical support to governments and ASEAN on draft policy and legislation based on international normative frameworks							
1.1.4 Support to tripartite plus constituents at the regional and national level to develop skills recognition frameworks							
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.							
1.2.1 Training and tools to tripartite plus stakeholders to improve implementation of policies and quality services (Including ITC Turin trainings and skill development)	1.2.1 a) Collaborate with VAMAS to organize consultation workshops to take stock on the implementation of COC and mainstream gender into COC implementation					VAMAS	
1.2.2 Tools to build the capacity of employer bodies, private sector partners and employers	Promote the application of gender-sensitive pre-departure training manual among recruitment agencies/ service enterprises that recruit a high number of WMWs					DOLAB	
1.2.3 Multi-disciplinary workshops on gender responsive labour inspection, systems and protocols between public service providers and law enforcement officials							
1.2.4 Technical and organisational support to build the institutional capacity of tripartite plus partners							
Output 1.3: Opportunities for women migrant workers to organise at the regional, national and local level to enhance safe and fair migration and address gender based discrimination is increased							
1.3.1 Technical and organisational support to build and strengthen trade unions and migrant associations in sectors in which migrant women work, including informal sectors, and increase constructive engagement with women migrants							

1.3.2 Coordination of regional social partners and CSOs to support the ability of women migrant workers to organise/network and receive services across countries							
Output 1.4: Access to authoritative information and integrated support services on fair and safe labour migration and risks of trafficking is improved for women and members of their families, including through the use of innovative technology.							
1.4.1 Support services to women migrant workers and their families through MRCs	1.4.1a Organise innovative capacity-building sessions to enhance the quality of migration counselling services to be delivered by MRC in 3 provinces (Thai Binh, Nghe An and Lao Cai provinces)					DOLAB	
1.4.2 Cross-border cooperation and sharing of experiences/linked services between MRCs							
1.4.3 Training to increase the capacity of MRC staff and service providers	1.4.3 a) Organise a national workshop to promote experience sharing and exchange among SAF MRCs with other countries in the region					DOLAB	
	1.4.3 b) Undertake advocacy on the institutionalisation of central MRC to become an information resource centre on safe and fair migration, and to provide capacity building and technical support for provincial MRC/ ESCs on safe and fair migration for women					DOLAB-DOLISA Other partners	
1.4.4 Innovative information, communication technology							
1.4.5 Work with employers and training institutions, and provide scholarships where needed, for migrant women to avail of training and skills development opportunities.							
Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from responsive quality services							
Output 2.1. Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to VAW, with a focus on women migrant workers.							
2.1.1 Scoping studies, knowledge products and technical briefs identifying priority legal, policy and practical interventions to prevent and respond to violence against women, with a focus on women migrant workers	Organise a national advocacy workshop to raise public awareness about issues facing women migrant workers and challenges to be tackled to ensure safe migration.						
2.1.2 Multi-stakeholder national consultations and regional cross-sectoral consultations on legal and policy interventions that prevent and respond to violence against women migrant workers							

2.1.3 Technical comments to governments and ASEAN on draft policy, accountability tools and legislation that prevent and respond to violence against women migrant workers							
2.1.4 Regional meetings to share and exchange policies and practices to prevent and respond to violence against women throughout the migration cycle							
Output 2.2. Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral services provision that respond to the needs of migrant women workers is strengthened							
2.2.1 Institutional capacity and accountability to implement and evaluate policy commitments and invest in quality services that prevent and respond to violence against women migrant workers							
2.2.2 Instruments and tools that strengthen coordination of and access to quality services for women migrant workers							
2.2.3 Strengthening coordination of and access to quality services, informed by services data, for women migrant workers	Promote the application of a provincial cross-sectoral coordination mechanism for actors to understand their roles and responsibilities to provide coordinated essential services for survivors of violence and human trafficking in 3 provinces					MOLISA	
	Facilitate the application of gender-sensitive investigation guidelines and SOP for front-line police officials, including a referral pathway to provide coordinated support to survivors of violence, including women migrant workers returnees.					MPS	
	Finalise the directory of VAW services and distribute among existing MRCs and through online and offline fora					GED	
	Finalise and launch the SOP on providing gender-sensitive legal aid and referral support for survivors of violence and human trafficking					MOJ	EU to be informed of launch event in advance and invited
Output 2.3. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle. Output 02.03. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle.							
2.3.1 Capacity building to women's groups, CBOs and local government agencies to prevent violence and trafficking of women migrant workers, and increase access to quality services							

2.3.2 Support and promote community based interventions aimed at raising awareness and changing social norms around women's labour migration, preventing violence against women and trafficking and promoting gender inequality	2.3.2a Support to setting up and functioning of commune level coordination for prevention and response to violence and trafficking of WMW including training activities for members					Viet Nam Women's Union (VWU)	Law and Policy Department is SAF counterpart unit at VWU
	2.3.2b Set up community based women' groups and organise community activities for peer support and communication in 3 provinces					Viet Nam Women's Union (VWU)	
2.3.3 Build and strengthen national and transnational peer-to-peer networks of women migrant workers							
2.3.4 Innovative information, communication technology to prevent violence and trafficking of women migrant workers, and increase access to quality services							
Output 2.4: Capacity of front-line services providers (health, social and criminal justice) to respond to the needs of women migrants experiencing violence and trafficking is enhanced.							
2.4.1 Skills building for appropriate engagement with victims of violence and trafficking by front-line/initial contact service providers	2.4.1.a Finalise and introduce guidelines on the appropriate engagement with survivors and service referral and enhance skills of women union members (who are the initial contact point) in 3 provinces					Viet Nam Women's Union (VWU)	
2.4.2 Skills building on quality responses and service referral to front-line/initial contact service providers, to increase access for migrants who are or have experienced violence and trafficking							
2.4.3 Tools to guide service delivery and referral, for dissemination to stakeholders to encourage replication and adaption							
Objective 3: Knowledge and attitudes on the rights, experiences and contributions of women migrant workers are improved							
Output 3.1. Research, data and good practices on fair safe and fair labour migration for women are developed, shared and used to inform policies and programmes.							
3.1.1 Research and produce knowledge products on estimates of women migrant workers, sectoral working conditions and migration costs							
3.1.2 Research and produce knowledge products on perceptions and attitudes towards women migrant women, including violence against women migrant workers and the root causes							
3.1.3 Research and produce knowledge products on women migrant workers' experiences of violence throughout the migration cycle							

3.1.4 Collect, analyse and exchange good practices for changing attitudes and behaviours towards women migrant workers in the region, including from the perspective of women migrant workers							
3.1.5 Interregional meetings and support key stakeholders, including women migrant workers, to attend international and regional processes and events for the purposes of exchanging best practices on fair and safe labour migration for women							
Output 3.2. Capacity of relevant ministries and national statistics offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.							
3.2.1 Technical assistance on capacity to collect gender and age disaggregated labour migration statistics within ASEAN, through administrative and survey data, engaging with the International Labour Migration statistics Database	3.2.1a Collaborate with GSO on dissemination of labour migration sex-disaggregated data based on two recent reports					GSO	
3.2.2 Capacity building for collection and analysis of VAW data disaggregated by migratory status, in line with SDGs							
3.2.3 Technical assistance and training on data collection against SDG indicators on labour migration and on analysing data							
Output 3.3. Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking and gender based discrimination of women MWs.							
3.3.1 Public awareness campaign focused on the perceptions and attitudes around women migrant workers incorporating evidence on the contributions women migrant workers make to society and development, with particular focus on youth groups							
3.3.2 Public awareness campaign focused on violence against women migrant workers, including what comprises violence, how it manifests and its impacts	3.3.2 a Organise community based outreach for raising public awareness about violence against women migrant workers					VWU	Outreach around International women's day of 8 March

<p>3.3.3 Campaign to tripartite plus constituents, in particular employers and duty-bearers, on the good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers</p>							
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REGIONAL							
	Activity	Q1	Q2	Q3	Q4	Implementing Partners	Remarks
Output 1: Women migrant workers are better protected by gender sensitive labour migration governance frameworks							
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.							
1.1.1 Knowledge products and technical briefs identifying priority legal and policy interventions	1.1.1a Research brief on digitalisation of recruitment of women and men migrant workers from the perspective of countries of origin					ILO	
1.1.2 Tripartite plus national consultations and regional cross-sectoral and inter-ministerial consultations on legal and policy interventions	1.1.2a Workshop to discuss recommendations on digitalisation of recruitment of migrant workers from the perspective of countries of origin					ILO	
1.1.3 Technical support to governments and ASEAN on draft policy and legislation based on international normative frameworks							
1.1.4 Support to tripartite plus constituents at the regional and national level to develop skills recognition frameworks							
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.							
1.2.1 Training and tools to tripartite plus stakeholders to improve implementation of policies and quality services (Including ITC Turin trainings and skill development)	1.2.1a Support to ACMW on training ASEAN Labour Attachés						ACMW Philippines is lead country (to be implemented with Triangle in ASEAN)- Tentative, subject to timeline and resources available
	1.2.1d Developing a pool of trainers to enhance women migrant workers' organising and leadership					ATUC national TUs	
1.2.2 Tools to build the capacity of employer bodies, private sector partners and employers							
1.2.3 Multi-disciplinary workshops on gender responsive labour inspection, systems and protocols between public service providers and law enforcement officials							
1.2.4 Technical and organisational support to build the institutional capacity of tripartite plus partners	1.2.4 Development of training manual on SOGIESC for MRCs and NGOs working on labour migration					ILO	
Output 1.3: Opportunities for women migrant workers to organise at the regional, national and local level to enhance safe and fair migration and address gender based discrimination is increased							

1.3.1 Technical and organisational support to build and strengthen trade unions and migrant associations in sectors in which migrant women work, including informal sectors, and increase constructive engagement with women migrants	1.3.1a Strengthening the organizing of women migrant domestic workers					IDWF	
	1.3.1b Strengthening capacity on organising women migrant workers especially focusing on health sector					PSI	
1.3.2 Coordination of regional social partners and CSOs to support the ability of women migrant workers to organise/network and receive services across countries							
Output 1.4: Access to authoritative information and integrated support services on fair and safe labour migration and risks of trafficking is improved for women and members of their families, including through the use of innovative technology.							
1.4.1 Support services to women migrant workers and their families through MRCs	1.4.1 Financial literacy trainings in Cambodia, Indonesia, Philippines, Malaysia, Viet Nam and Singapore for women migrant workers and their families					"Atikha"	
1.4.2 Cross-border cooperation and sharing of experiences/linked services between MRCs	1.4.2 Developing cross-border capacity to support WMWs claim compensation, along Indonesia-Focused migration corridors (Indonesia- Singapore, and Indonesia-HK SAR, China)					Justice Without Borders	
1.4.3 Training to increase the capacity of MRC staff and service providers							
1.4.4 Innovative information, communication technology							
1.4.5 Work with employers and training institutions, and provide scholarships where needed, for migrant women to avail of training and skills development opportunities.							
Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from responsive quality services							
Output 2.1. Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to VAW, with a focus on women migrant workers.							
2.1.1 Scoping studies, knowledge products and technical briefs identifying priority legal, policy and practical interventions to prevent and respond to violence against women, with a focus on women migrant workers							
2.1.2 Multi-stakeholder national consultations and regional cross-sectoral consultations on legal and policy interventions that prevent and respond to violence against women migrant workers							

2.1.3 Technical comments to governments and ASEAN on draft policy, accountability tools and legislation that prevent and respond to violence against women migrant workers	2.1.3a Support ACWC/ACW with the finalization and launch of the ASEAN regional guidelines on the development of SOPs on coordinated quality services to respond to VAWMWs					UNW ACWC ACW ASEC	
2.1.4 Regional meetings to share and exchange policies and practices to prevent and respond to violence against women throughout the migration cycle							
Output 2.2. Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral services provision that respond to the needs of migrant women workers is strengthened							
2.2.1 Institutional capacity and accountability to implement and evaluate policy commitments and invest in quality services that prevent and respond to violence against women migrant workers	2.2.1 Promote the free online training course on VAWMWs, based on materials and tools developed in SAF, to be hosted in the global UNW virtual training center					UNW UNW TC	
2.2.2 Instruments and tools that strengthen coordination of and access to quality services for women migrant workers	2.2.2 Disseminate the GBV cross-border referral guidance note, organize trainings on it and provide technical support to the establishment of cross-border mechanisms among service providers and CSOs, based on the regional service directories developed by SAF					UNW ILO UNFPA GBV AoR IOM UNHCR UNICEF	
2.2.3 Strengthening coordination of and access to quality services, informed by services data, for women migrant workers	2.2.3 Provide multi-country technical support on the development of national and local referral pathways/ SOPs and the enhancement of local data collection systems on VAWMWs.					UNW	
Output 2.3. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle. Output 02.03. Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to prevent violence and trafficking of women throughout the migration cycle.							
2.3.1 Capacity building to women's groups, CBOs and local government agencies to prevent violence and trafficking of women migrant workers, and increase access to quality services	2.3.1a Disseminate the regional framework on prevention of violence against women migrant workers through capacity building sessions					UNW ILO UNODC IOM CSOs	
2.3.2 Support and promote community based interventions aimed at raising awareness and changing social norms around women's labour migration, preventing violence against women and trafficking and promoting gender inequality							

2.3.3 Build and strengthen national and transnational peer-to-peer networks of women migrant workers							
2.3.4 Innovative information, communication technology to prevent violence and trafficking of women migrant workers, and increase access to quality services							
Output 2.4: Capacity of front-line services providers (health, social and criminal justice) to respond to the needs of women migrants experiencing violence and trafficking is enhanced.							
2.4.1 Skills building for appropriate engagement with victims of violence and trafficking by front-line/initial contact service providers							
2.4.2 Skills building on quality responses and service referral to front-line/initial contact service providers, to increase access for migrants who are or have experienced violence and trafficking	2.4.2 Provide multi-country technical support to countries in ASEAN on enhancing quality coordinated service provision based on the tools developed by SAF					UNW CSOs	
2.4.3 Tools to guide service delivery and referral, for dissemination to stakeholders to encourage replication and adaption							
Objective 3: Knowledge and attitudes on the rights, experiences and contributions of women migrant workers are improved							
Output 3.1. Research, data and good practices on fair safe and fair labour migration for women are developed, shared and used to inform policies and programmes.							
3.1.1 Research and produce knowledge products on estimates of women migrant workers, sectoral working conditions and migration costs	3.1.1b Translation and dissemination at national level of the regional guidelines on recruitment licensing, reporting, monitoring and inspection					ILO	
3.1.2 Research and produce knowledge products on perceptions and attitudes towards women migrant women, including violence against women migrant workers and the root causes							
3.1.3 Research and produce knowledge products on women migrant workers' experiences of violence throughout the migration cycle	3.1.3a Launch and disseminate the findings of the quantitative/qualitative research on experiences of violence among WMWs from Cambodia, Lao PDR, Myanmar to Thailand					UNW	
	3.1.3b Disseminate the SAF learnings on addressing VAWMWs					UNW	
3.1.4 Collect, analyse and exchange good practices for changing attitudes and behaviours towards women migrant workers in the region, including from the perspective of women migrant workers							

3.1.5 Interregional meetings and support key stakeholders, including women migrant workers, to attend international and regional processes and events for the purposes of exchanging best practices on fair and safe labour migration for women							
Output 3.2. Capacity of relevant ministries and national statistics offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.							
3.2.1 Technical assistance on capacity to collect gender and age disaggregated labour migration statistics within ASEAN, through administrative and survey data, engaging with the International Labour Migration statistics Database	3.2.1a Provide technical support to select countries on survey sampling to ensure sex-disaggregation of labour migration data- Technical support to Brunei, Cambodia, Indonesia, Viet Nam					ILO	
	3.2.1b Brief : Status of sex disaggregated data in AMS in ILMS including gaps , challenges and recommendations						
3.2.2 Capacity building for collection and analysis of VAW data disaggregated by migratory status, in line with SDGs							
3.2.3 Technical assistance and training on data collection against SDG indicators on labour migration and on analysing data	3.2.3a Regional workshop on recruitment costs (collection of data on SDG indicator 10.7.1) and its analysis with MOL and NSOs					ILO	
Output 3.3. Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking and gender based discrimination of women MWs.							
3.3.1 Public awareness campaign focused on the perceptions and attitudes around women migrant workers incorporating evidence on the contributions women migrant workers make to society and development, with particular focus on youth groups							
3.3.2 Public awareness campaign focused on violence against women migrant workers, including what comprises violence, how it manifests and it's impacts	3.3.2a Support ACW/ACWC in the launch and implementation of the phase 2 of the campaign on EAW and trafficking in persons with a focus on sexual harassment in the workplace					UNW- ACWC ASEC ILO CSOs	
3.3.3 Campaign to tripartite plus constituents, in particular employers and duty-bearers, on the good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers							

Annex F

Government and CSOs supported

During the programme period, the programme supported government and civil society organizations¹ throughout the region with both technical and financial support towards their work to protect the rights of women migrant workers and addressing violence against women migrant workers.

Annex F is a listing of all the organizations supported by SAF (either technically, financially, or both) in 2022 (toward Specific Objective indicator 3.2). All these organizations are contributing towards programme outcomes, descriptions of which can be found throughout the rest of this report. Please see bracketed references in the table below for indicator cross references.

See also Annex C Spotlight CSO Engagement, which contains the cumulative list (2018-2022) of CSOs whom have been supported financially (directly) by SAF.

No.	Name of Government authority or CSO ²	Outputs contributing to	Country
1	Department of Economic Planning and Statistics, Ministry of Finance and Economy	1.2, 3.2	Brunei Darussalam
2	Association of Cambodian Recruitment Agencies (ACRA)	1.2	Cambodia
3	Cambodia Women Crisis Center (CWCC)	1.4	Cambodia
4	Cambodian Police Department of Anti-Human Trafficking*	2.4	Cambodia
5	CARE International in Cambodia	2.2, 2.3, 3.1	Cambodia
6	Center for Alliance of Labour and Human Rights (CENTRAL)	2.4	Cambodia
7	Centre for Khmer Studies	2.4	Cambodia
8	Child Helpline Cambodia (CHC)	2.3, 2.4	Cambodia
9	Ecole d'Hotellerie et de Tourisme Paul Dubrule (EHT*)	1.2, 1.4	Cambodia
10	Empowering Youth Cambodia (EYC)*	2.4	Cambodia
11	Industrial Technical Institute (ITI)	1.2, 1.4	Cambodia
12 & 13	Ministry of Labour and Vocational Training <ul style="list-style-type: none"> • Provincial Department of Labour and Vocational Training-Kampong Thom Province • Provincial Department of Labour and Vocational Training-Siem Reap Province 	1.4	Cambodia
14	Ministry of Women's Affairs	2.1, 2.4, 3.2	Cambodia
15	National Committee for Counter Trafficking in Persons (NCCT)*	2.4	Cambodia
16 & 17	National Employment Agency <ul style="list-style-type: none"> • Kampong Thom Job Centre (NEA-KPT) • Siem Reap Job Centre (NEA-SRP) 	1.4	Cambodia
18	National Polytechnic Institute of Angkor (NPIA)	1.2, 1.4	Cambodia
19	National Polytechnic Institute of Cambodia (NPIC)	1.2, 1.4	Cambodia
20	Spean Chivit Youth Resource Centre*	2.4	Cambodia
21	Aisyah Kab Cirebon	1.1, 1.4, 3.1	Indonesia
22	All-Indonesian Trade Union Confederation (Konfederasi Serikat Pekerja Seluruh Indonesia (KSPSI)) AITUC ³	1.3	Indonesia
23	Confederation of Indonesian Prosperous Trade Unions (Konfederasi Serikat Buruh Seluruh Indonesia (KSBSI))	1.4	Indonesia
24	Confederation of Indonesian Muslim Trade Unions (K-Sarbumusi)	1.3	Indonesia

¹ Note that this list includes trade unions, associations, CSOs (inclusive of academic institutions, mass organizations), and government organizations.

² Note that this list includes trade unions, associations, CSOs (inclusive of academic institutions, mass organizations), and government organizations

³ Different organization, not the same as K-SPSI: Confederation of All Indonesian Trade Union

25	Confederation of Indonesian Trade Unions (Konfederasi Serikat Pekerja Indonesia (KSPI))	1.3	Indonesia
26	Confederation of All Indonesian Trade Unions (Konfederasi Serikat Pekerja Seluruh Indonesia (KSPSI))	1.2, 1.3	Indonesia
27	Fahmina Institute, Cirebon	1.1, 1.4, 3.1	Indonesia
28	Fatayat Kab Cirebon	1.1, 1.4, 3.1	Indonesia
29	Government Health Centre	1.1, 1.4, 3.3	Indonesia
30	Indonesian Migrant Workers Union (Serikat Buruh Migran Indonesia (SBMI))	1.4	Indonesia
31	Indonesian Women's Coalition (Koalisi Perempuan Indonesia (KPI))	1.3, 1.4, 2.3	Indonesia
32	Jaringan Cirebon untuk Kemanusiaan	1.1, 1.4, 3.1	Indonesia
33	Kabarbumi	1.3	Indonesia
34	Lembaga Bantuan Hukum Gerakan Pemuda Ansor (LBH Ansor)	1.1, 1.4, 3.1	Indonesia
35	Local Women Empowerment and Child Protection Office	1.1, 1.4, 3.1	Indonesia
36	Mawar Balqis	1.3, 1.4, 2.3, 2.4	Indonesia
37	Migrant Care	1.3	Indonesia
38	Migrant Workers Network (Jaringan Buruh Migran (JBM))	1.2, 1.3	Indonesia
39	Ministry of Foreign Affairs	1.1	Indonesia
40	Ministry of Manpower	1.1	Indonesia
41	Ministry of Women's Empowerment and Child Protection	2.4	Indonesia
42	National Agency for Protection of Indonesia Migrant Worker (Badan Perlindungan Pekerja Migran Indonesia (BP2MI))	1.1, 1.4, 3.1	Indonesia
43	National Human Rights Commission	3.3	Indonesia
44	National Commission for Violence against Women (Komnas Perempuan)	2.4	Indonesia
45	Perkumpulan Damar	1.1, 1.4, 2.3, 3.1	Indonesia
46	Perempuan Timur	1.1, 1.4, 3.1	Indonesia
47	Protection House of Women and Children (Rumah Perempuan dan Anak (RPA))	1.1, 1.4, 3.1	Indonesia
48	Village Government Gebang Ilir, Kec Gebang	1.1, 1.4, 3.3	Indonesia
49	Village Government Gebang Kulon, Kec Gebang	1.1, 1.4, 3.3	Indonesia
50	Village Government Melakasari, Kec Gebang	1.1, 1.4, 3.3	Indonesia
51	Village Government Gembongan Mekar, Kec Babakan	1.1, 1.4, 3.3	Indonesia
52	Village Government Serangwetan, Kec Babakan	1.1, 1.4, 3.3	Indonesia
53	Village Government Gembongan, Kec Babakan	1.1, 1.4, 3.3	Indonesia
54	Village Government Wiyong, Kec Susukan	1.1, 1.4, 3.3	Indonesia
55	Village Government Tangkil, Kec Susukan	1.1, 1.4, 3.3	Indonesia
56	Village Government Kedondong, Kec Susukan	1.1, 1.4, 3.3	Indonesia
57	Women's Solidarity (Solidaritas Perempuan)	1.1, 1.4, 3.3	Indonesia
58	Yayasan Embun Pelangi	1.1, 1.4, 3.3	Indonesia
59	Yayasan Kalyanamitra	1.1, 1.4, 3.3	Indonesia
60	Yayasan Sapa (SAPA Institute)	1.1, 1.4, 2.3, 3.3	Indonesia
61	CARE International in Lao PDR	1.1, 1.4, 3.3	Lao PDR

62	Lao Federation of Trade Unions (LFTU)	1.4, 3.3	Malaysia
63	Ministry of Labour Social Welfare (MOLSW)	1.2, 3.3	Malaysia
64	Village Focus International (VFI)	11.1, 1.4, 3.3	Malaysia
65	Asia Pacific Institute for Broadcasting Development (AIBD)	1.2	Malaysia
66	LeadWomen	2.4.2	Malaysia
67	Malaysian Employers Federation (MEF)	1.2	Malaysia
68	Malaysian Trades Union Congress (MTUC)	1.3, 1.4	Malaysia
69	Ministry of Human Resources (MOHR)	1.2	Malaysia
70	Ministry of Women, Family and Community Development	2.1	Malaysia
71	Onyx Charity Association of Selangor (Project Liber8)	3.3	Malaysia
72	Persatuan Sahabat Wanita Selangor (PSWS)	1.4	Malaysia
73	Tenaganita	1.4	Malaysia
74	Women's Aid Organization (WAO)	2.4	Malaysia
75	An international media house ⁴	1.2	Myanmar
76	Confederation of Trade Unions of Myanmar (CTUM)	1.4	Myanmar
77	Future Light Center / Foundation for Education and Development (FED)	1.2, 1.4	Myanmar
78	Samaritan's Purse	1.2, 1.4	Myanmar
79	Women's Organisations Network of Myanmar (WON)	2.3, 2.4	Myanmar
80	Asian Institute of Communication and Journalism (AICJ)	1.2	Philippines
81	Batis Center for Women Incorporated	2.3	Philippines
82	Coalition Against Trafficking in Women – Asia Pacific	2.3	Philippines
83	Center for Migrant Advocacy (CMA)	1.4, 2.3	Philippines
84	Commission on Filipinos Overseas (CFO)	1.2.1	Philippines
85	Connected Women	1.4	Philippines
86	Development Action for Women Network (DAWN)	2.3	Philippines
87	Department of Foreign Affairs (DFA)	1.4, 2.4	Philippines
88	Department of Labor and Employment - Institute of Labor Studies (DOLE-ILS) ⁵	1.1	Philippines
89	Department of Migrant Workers (DMW)	1.1, 1.2, 1.4	Philippines
90	Employers Confederation of the Philippines (ECOP)	1.2	Philippines
91	Engadin Corporation	2.3	Philippines
92	Institute of Politics and Governance	2.2	Philippines
93	Interagency Committee on International Migration Statistics (IACMS)	1.2, 3.3	Philippines
94	Interagency Council Against Trafficking (IACAT)	2.1	Philippines
95	Iloilo City Local Government (Iloilo LGU)	1.1	Philippines
96	Labor Education and Research Network (LEARN)	1.3, 1.4, 3.3	Philippines

⁴ Due to security concerns, SAF has been requested by this partner not to reveal its name in public documents

⁵ SAF partners with DOLE at multiple levels – at ACMW level, SAF is supporting DOLE with an ASEAN public campaign on safe migration; at national level, SAF and DOLE collaborate on multiple interventions. At provincial/regional level, SAF also partners with the Department of Labor Region 6 under output 1.2

97	Lawyers Beyond Borders Philippines, Inc.	2.1	Philippines
98	Likhaan Center for Women's Health Inc.	2.3	Philippines
99	Migrants Coordinating Group in Western Visayas (MCG-WV)	1.2, 1.3, 1.4	Philippines
100	Mindanao Migrants Center for Empowerment and Advocacy Inc (MMCEAI)	2.4	Philippines
101	Ministry of Labor and Employment (MOLE) • Bangsamoro Autonomous Region in Muslim Mindanao (BARMM)	1.1	Philippines
102	National Association for Sikolohiyang Pilipino (NASPI) / National Association for Filipino Psychology	2.3	Philippines
103	Overseas Workers Welfare Administration (OWWA) ⁶ • National Reintegration Center for OFWs (OWWA-NRCO)	1.1	Philippines
104	Para sa Sining Collaboratory Inc.	2.1	Philippines
105	Philippine Migrant Health Network (PMHN)	1.1, 1.2, 3.3	Philippines
106	Philippine Overseas Employment Administration (POEA) – Labour Market Development Bureau	1.2	Philippines
107	Philippine Statistics Authority (PSA)	1.2, 3.3	Philippines
108	Philippine Association of Service Exporters, Inc (PASEI)	1.2	Philippines
109	Pinay Careworkers Transnational (PINAY)	1.3	Philippines
110	Public Services International (PSI) • Public Services Labor Independent Confederation (PSLINK)	1.3	Philippines
111	Quezon City Local Government Unit (QC LGU)	1.3, 1.4	Philippines
112	SENTRO	1.3, 1.4	Philippines
113 & 114	Sub-Committee on International Migration & Development (SCIMD) • SCIMD Region 6 • SCIMD Region 7	1.1	Philippines
115 & 116	Technical Education and Skills Development Authority ⁷ (TESDA) • TESDA National Capital Region (NCR) • TESDA Region 7	1.2, 1.4	Philippines
117	Talikala, Inc.	2.2	Philippines
118	United Domestic Workers of the Philippines (UNITED)	1.3	Philippines
119	University of the Philippines College of Mass Communication	3.3	Philippines
120	Women's Legal and Human Rights Bureau (WLB)	2.3	Philippines
121	Women and Gender institute (WAGI) of Miriam College	2.4	Philippines
122	ASEAN Confederation of Employers (ACE)	1.2	Regional
123	ASEAN Committee on Migrant Workers (ACMW)	1.1, 3.3	Regional
124	ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC)	2.1	Regional
125	ASEAN Secretariat	2.1	Regional
126	Athika	1.2, 3.1	Regional
127	Business for Social Responsibility (BSR)	2.4	Regional

⁶ SAF has implementing agreements with OWWA, both at national level, and also at regional level (Region 7).

⁷ SAF has the following implementing agreements with TESDA - TESDA national capital region (NCR), and TESDA Region 7.

128	Centre for Domestic Employees (contracted through National Trades Union Congress, Singapore) (CDE)	1.4	Regional
129	Chulalongkorn University College of Public Health	3.1	Regional
130	Foreign Domestic Workers' Association for Social Support and Training (FAST)	1.4	Regional
131	Global Rights for Women	2.1	Regional
132	Humanitarian Organization for Migration Economics (HOME)	1.4	Regional
133	International Domestic Workers' Federation (IDWF)	1.2, 1.3, 1.4	Regional
134	Justice Without Borders (JWB)	1.2, 3.1	Regional
135	Our Journey	1.4	Regional
136	Public Service International-Asia Pacific (PSI-AP)	1.3	Regional
137	Quilt.ai	3.1	Regional
138	Sidekick	3.3	Regional
139	Association for the Promotion of the Status of Women	2.4	Thailand
140	Employers' Confederation of Thailand (ECOT)	1.2	Thailand
141	Foundation for Labour Employment Promotion (FLEP)	2.3	Thailand
142	Mae Sot Hospital	2.3	Thailand
143	MAP Foundation	2.3	Thailand
144	Mekong Region Law Center (MRLC)	2.1	Thailand
145	Ministry of Justice	2.1	Thailand
146 & 147	Ministry of Labour <ul style="list-style-type: none"> • Department of Labour Protection and Welfare (DLPW) • Department of Employment (DOE) 	1.2	Thailand
148	Ministry of Public Health	1.4	Thailand
149	Ministry of Social Development and Human Security (MSDHS) <ul style="list-style-type: none"> • Department of Women Affairs and Family Development 	2.1	Thailand
150	Migrant Women Project	2.3	Thailand
151	National Human Rights Commission of Thailand	3.1	Thailand
152	Peaceway Foundation (PF) / Migrant Working Group (MWG)	1.4	Thailand
153	Raks Thai Foundation (RTF)	1.4	Thailand
154	Rights Beyond Border (RBB)	3.2	Thailand
155	State Enterprise Workers' Relations Confederation (SERC)	1.4	Thailand
156	Thailand Development Research Institute (TDRI)	1.2	Thailand
157	World Vision Foundation of Thailand	1.4	Thailand
158	Communist Party of Viet Nam - Central Economic Commission	1.1	Viet Nam
159	General Statistics Office	1.2, 3.2	Viet Nam
160	Institute for Social Development Studies (ISDS)	2.3	Viet Nam
161	Ministry of Foreign Affairs <ul style="list-style-type: none"> • International Cooperation Department 	1.4, 2.1	Viet Nam
162	Ministry of Justice	2.1	Viet Nam

163	Ministry of Labour - Invalids and Social Affairs (MOLISA) • Department of Overseas Labour (DOLAB)	1.1	Viet Nam
164	Ministry of Public Security	2.1	Viet Nam
165	National Institute of Vocational Education and Training	1.1	Viet Nam
166	Viet Nam Women's Union	3.2	Viet Nam

Annex G

SAF's Sustainability Strategy

To ensure the long-term sustainability of its work on the ground, SAF has begun discussions with stakeholders to identify strategies that can be used to sustain the interventions initiated by SAF and its partner (the outcomes of the discussions with SAF's partners in Indonesia have been detailed in the 2022 Annual Report, "sustainability" section). The information provided in this annex will continue to be updated in 2023.

1) **Ensuring that Women migrant workers' needs and priorities are present in decision-making** – in addition to ensuring the participation of all stakeholders (governments, employers and workers' organisations, civil society, women migrant workers' representatives) in programme decisions and design (see the section on "programme coordination"), in keeping with the principle of "Leave no one behind", SAF is ensuring that legal and policy frameworks are developed in consultation with women migrant workers, civil society and other tripartite stakeholders. This is done by organising consultations and tri-partite forums, and advocacy meetings not just with national-level policy-makers, but also at the sub-national and village level (see SAF results, outputs 1.1, and 2.1). This is crucial because legislation shapes the regulatory frameworks, and the policy environment in which ground-level interventions are planned, budgeted, and implemented.

2) **Building stakeholders' capacity** – SAF is supporting government officials and service providers build their knowledge on labour migration, and EAW, as well as developing their skills to provide gender-sensitive and migrant-inclusive services to Women migrant workers, and their families. SAF has also been supporting grassroots service providers improve their long-term institutional capacity to operate MRCs and shelters; practical trainings have been provided on documentation, financial management, advocacy, social media use for advocacy and campaigns. Such capacity enhances their ability to function independently. In recent years, SAF has increasingly supported the "training-of-trainers" (ToTs) which means that service providers can build their own technical expertise and support knowledge transfers to other organization in the future (see SAF results outputs 1.2, and 2.4).

3) **Institutionalize technical support from SAF to partners** – SAF focused on transforming technical support into partner-owned systems, mechanisms or frameworks. Based on the trainings provided for stakeholders to increase their capacities, SAF provided in-depth consultations for them to institutionalize the technical input provided. This includes developing national and/or local Standard Operating Procedure (see SAF results output 2.1 and 2.2) to ensure quality service provision for women migrant workers, strengthening information systems based on violence against women migrant workers data collection and use trainings with standard in-take forms (see SAF results output 2.2 and 3.2), formalizing referral mechanisms developed at the local level (see SAF results output 2.2), setting a regional-level agenda on violence against women migrant workers through ASEAN to influence its Member States for a longer term (see SAF results output 2.1).

4) **Empowering Women migrant workers in the community** – one of the most significant aspects of SAF's work is to support Women migrant workers to speak up for their own rights, needs and priorities. In the long run, Women migrant workers have to advocate and lead from the front, instead of depending on civil society and other service providers to speak on their behalf. SAF has been supporting Women migrant workers' organising, strengthening peer networking, and assisting WMW associations in building their leadership capacity, and training them on how to increase membership base, carry out activities, and manage their unions so that they can be self-sufficient. The establishment of migrant domestic workers' organisations such as PERTIMIG have been [recognized as a good practice by the UN Network on Migration](#). SAF supported IDWF in establishing PERTIMIG, and continues to support the organization in strengthening its grassroots work (See Output 1.3). In addition to this, SAF has also invested in the economic empowerment of women, helping them develop new skills and new certified qualifications that will give them more livelihood opportunities. Financial literacy trainings and savings groups are being implemented which will give Women migrant workers to best use their savings to improve their financial future (see Output 1.4).

5) **Partnership with, and support from, decision-makers** – As the MRC participants in Indonesia noted in the sustainability workshop, the successful integration of the SAF-supported gender responsive MRCs with the Government One Roof Integrated Services Office (LTSA) is due to the efforts made by SAF to get support for the initiative at every level of government. Ownership and support from government bodies at each level (central government, subnational and village government) are key to the long-term sustainability and continued effectiveness of the MRCs; this approach has been successfully followed in Cambodia, Indonesia, Lao PDR, the Philippines, and Viet Nam. In Indonesia, in early 2022, the integrated LTSA-MRC was [recognised as a good practice by the UN Network of Migration](#). In November 2022, the Indonesian government announced that the integrated LTSA-MRC model will be replicated in the fisheries sector to strengthen protection services for migrant workers in this sector.

The Ministry of Manpower awarded the integrated One-Roof Integrated Service (LTSA) and Gender-Responsive Migrant Worker Resource Center (MRC) in Tulungagung district with an Indonesian Migrant Worker award 2022 for providing the best labour migration services for Indonesian migrant workers. The award given to Tulungagung marked the second award received by the LTSA that has been integrated with the gender responsiveness Migrant Worker Resources Center (MRC). The same award was awarded to the LTSA-MRC in Cirebon district in 2021. These awards confirm that the integration formed by a multi-stakeholder partnership among government, migrant worker unions and women crisis center have successfully enhanced and expanded the functions and services of LTSA to be more gender-responsive and accessible for the optimal placement

and protection of migrant workers. The public commendations of the integrated MRC-LTSA practice also means that the government is supportive of the initiative; having taken ownership of the practice, it is likely to remove funding from the MRC-LTSAs in the long run.

6) Documentation and creative commons use of technical knowledge developed by the programme – SAF has ensured that the lessons learnt from providing technical support is well documented and can be disseminated through knowledge products such as training manuals and toolkits by which knowledge can be replicated and transferred beyond SAF's immediate stakeholders, and which can be adapted to local and national contexts.

For instance,

- [Guidance Note to Develop Migrant-Sensitive National Action Plans on Violence against Women;](#)
- [Facilitator's Manual: Training for Malaysian inspectors on forced labour, child labour and gender-based discrimination, violence and harassment \(GBVH\) in the workplace;](#)
- [Practical Guide: Developing Standard Operating Procedures \(SOPs\) for a Coordinated Response to Violence against Women, including women migrant workers;](#)
- [Media-friendly glossary on migration: Women migrant workers and ending violence against women \(EVAW\) edition;](#)
- [Organizing women migrant workers: Manual for trade unionists in ASEAN;](#)
- [Safe Technology for the Provision of Services to Women Migrant Workers at Risk of or Subject to Violence;](#) and
- [Tips to better reach social media users, including survivors of violence.](#)

The above publications are a few examples of knowledge products capturing technical resources generated from the SAF programme implementation, which could be applied to any future initiatives on women's labour migration. The use of creative commons licensing for SAF publications means that grassroots and community organisations can use these resources freely without having to worry about copyright infringement.



Spotlight Initiative

