



Spotlight Initiative
 To eliminate violence against women and girls

Informed by the European Union and the United Nations:



SPOTLIGHT ASIA

<p>Project Title: Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region</p>	<p>Recipient UN Organization(s): ILO UN WOMEN</p>
<p>Project Contact: Baruah Nilim Regional Migration Specialist ILO, Bangkok baruah@ilo.org</p>	<p>Implementing Partner(s) – name & type (Government, CSO, etc): N/A</p> <p>Project Location: ASIA, Regional / Multi-country action</p> <p>The action shall be carried out in the ASEAN region, in countries of origin (Cambodia, Indonesia, Lao PDR, Myanmar, Philippines, and Vietnam) and countries of destination (Brunei Darussalam, Malaysia, Singapore and Thailand). The action will also target women migrant workers migrating to East Asia (China (Hong Kong, Taiwan), Republic of Korea), and the Gulf Cooperation Council States, although no programming will take place in these countries.</p>
<p>Project Description: Overall objective: Labour migration is safe and fair for all women in the ASEAN region Specific objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks; Specific objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services; and Specific objective 3: Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved</p>	<p>Total Cost 2017-2018: \$30,000,000 Spotlight MPTF :\$29,370,587 UN Agencies Contribution: ILO: \$314,707 UNWOMEN: \$314,706</p> <p>Proposed Project Start Date: January 1st 2018 Proposed duration 60 months</p>

Representative of the United Nations (Co-chair of the Operational Steering Committee)

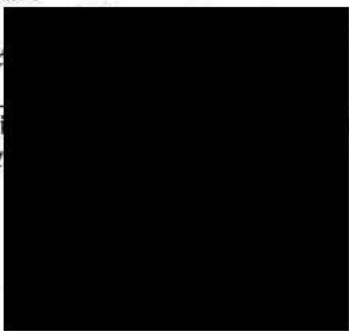
Name of the UN representative



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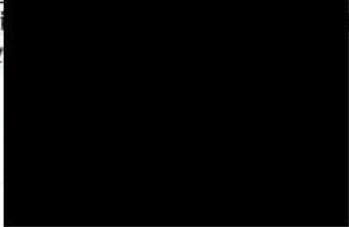
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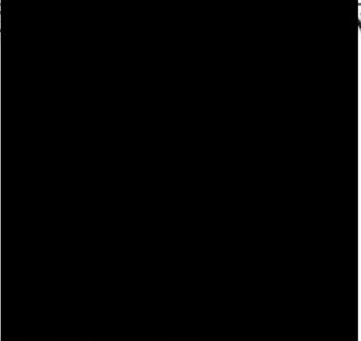


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Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region

Description of the Action

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1. DESCRIPTION OF THE ACTION

1.1. Summary of the action

Title of the action:	Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region
Location(s) of the action:	Regional / Multi-country action The action shall be carried out in the ASEAN region, in countries of origin (Cambodia, Indonesia, Lao PDR, Myanmar, Philippines, Vietnam) and countries of destination (Brunei Darussalam, Malaysia, Singapore and Thailand). The action will also target women migrant workers migrating to East Asia (China (Hong Kong, Taiwan), Republic of Korea), and the Gulf Cooperation Council States, although no programming will take place in these countries.
Total duration of the action (months):	60 months
Total and requested EU contribution (amount)	EUR 25,5 million – EU contribution : EUR 25 million
Objectives of project	Overall objective: Labour migration is safe and fair for all women in the ASEAN region Specific objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks; Specific objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services; and Specific objective 3: Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved
Target group(s)¹	Current, potential and returnee women migrant workers; ASEAN Member States' government authorities; ASEAN institutions; workers' organizations; employers and recruitment agencies; civil society organizations; community-based organizations; families and communities; research institutions and academia, media networks, youth, and the general public.
Final beneficiaries²	Current, potential and returnee women migrant workers and their families. Target to be determined, but based on 2015 United Nations Department of Economic and Social Affairs (UNDESA) data citing 10 million women migrants in the region, potential will be large.
Estimated results	Results under specific objective 1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women and prevention efforts are adopted, in-line with international standards and guidelines; Capacity of regional, national and local government, trade unions and employers' organizations, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrants is enhanced; 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; and Access to authoritative information and integrated support services on fair labour migration, and risks of trafficking, exploitation and

¹ "Target groups" are the groups/entities who will be directly positively affected by the project at the Project Purpose level

² "Final beneficiaries" are those who will benefit from the project in the long term at the level of the society or sector at large

	<p>abuse is improved for women and members of their families, including through the use of innovative technology.</p> <p>Results under specific objective 2: Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to violence against women (VAW), to end impunity and improve women's access to essential services, including justice, with a focus on women migrant workers; 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; 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; and 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.</p> <p>Results under specific objective 3: Research, data and good practices on safe and fair labour migration for women and violence that migrant women experience, are developed and shared and used to inform policy and programme development; 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; and 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.</p>
<p>Main activities</p>	<p>Technical and knowledge products to inform and influence policy on labour migration and prevention and response to VAW, in particular women migrant workers; inclusive tripartite plus national and regional multi-sectoral consultations on policy development; technical advice; tools and training on strengthening policy implementation and delivering quality services; skills development and recognition; technical and organizational support to establishing and strengthening organizations, associations, unions and networks of women migrant workers; support to community-based interventions to raise awareness; capacity development for effective service delivery and referral; development of innovative information, communication and technology to disseminate information and improve effective access to services; research and knowledge development on perceptions and attitudes to women migrant workers, and their experiences of violence; collection and analysis of good practices; capacity development of data collection and analysis; and delivery of public awareness campaigns.</p>

1.2. Relevance of the action

1.2.1. Rationale

Women's labour migration in ASEAN

Women's labour migration is increasing from and within the ASEAN region, with close to half of all migrant workers in the region being women. Migration has been recognized as having the potential to foster more equitable, inclusive and sustainable growth and human development for both countries of origin and destination. Women can exercise considerable agency through their decision to migrate, in

particular through decisions related to remitting and spending money. Globally, women are responsible for half of the world's estimated \$601 billion in remittances.³ Women's labour migration makes broader contributions in both countries of origin and destination, including to social protection. Remittances from women are more likely to be spent on health, education and family and community development, and women are more likely to work in domestic work, which both contributes to the commodification of care whilst freeing up the female labour force in countries of destination to be economically more productive. Women's labour migration can – and should – inform social, cultural and political change, through the changing of gender norms and the transnational transference of ideas and information.⁴

Discrimination and violence against women migrant workers

Women migrant workers are also subject to multiple and intersecting forms of discrimination that limit their access to safe migration, fair recruitment and decent work throughout the migration cycle, as well as their ability to have a positive migration experience. Women have fewer options than men for regular migration, and are often employed in lower paid informal sectors with few if any labour protections. In particular, women migrant workers are over-represented in domestic and care work, an occupation which is not covered by many labour laws in the region. Women migrant workers are also found in large numbers in other sectors including construction, agriculture, manufacturing and food processing, the service industry and entertainment.

Women migrant workers are vulnerable to violence due to their economic and social position and the gendered nature of the labour market. Violence incorporates physical, sexual violence and trafficking but also psychological violence, which includes a range of types of violence against women (VAW) committed by partners, strangers, and the violence of exploitative labour conditions and migration processes. This vulnerability can be exacerbated as many women migrant workers are undocumented or migrate through irregular channels due to the limited availability or accessibility of regular migration options. Other exacerbating factors include high recruitment cost, decent work deficits during employment including restrictions in changing employers, and limited opportunities to organize to identify and advocate for rights and protection.

Trafficking of women is part of both the continuum of labour exploitation and the continuum of VAW, as are forms of VAW that occur to many women migrant workers. For survivors of VAW and trafficking, services (including health services, justice and policing services and social services) are not well equipped to meet their needs. Services more broadly are frequently not well coordinated among institutions, including labour inspection, policing, labour and criminal justice, health and social welfare actors.

Women's voice and agency

Notwithstanding the challenges that they face, including in joining or forming workers' organizations, migrant women workers in the region have been seen to be effective in establishing social and economic support networks, challenging negative perceptions and advocating for policy change. Gender inequalities and the discrimination and abuses that women migrant workers face, as women and as migrants, need particular attention, including related to experiences of VAW throughout their migration journey. Such attention includes the need to address and challenge social norms around gender inequality.

Project justification

Given the current situation, and in recognition that migration will continue to increase, there is the need for a project that addresses both the need for stronger gender-responsive migration governance in order to increase better and regular migration opportunities for women into protected labour sectors; and the need for improved information and services for women throughout the migration cycle to prevent VAW

³ World Bank Group. 2016. *Migration and Remittances Factbook*, Third Edition, <http://siteresources.worldbank.org/INT/PROSPECTS/Resources/334934-1199807908806/4549025-1450455807487/Factbookpart1.pdf>

⁴ UN Women. 2017. *Policy Brief No. 2: Women migrant workers' contributions to development*. New York. <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/policy-brief-women-migrant-workers-contributions-to-development-en.pdf?la=en&vs=5117>

and trafficking and responsive services to those who experience it. This project will promote gender-responsive labour migration laws, policies, practices and services, and support the organization and representation of women migrant workers. It will address the legal, policy and institutional gaps and barriers faced by women migrant workers, as well as enhance their access to fair and safe migration by addressing exploitation, forced labour and trafficking. To prevent VAW, communities will be mobilized, and service providers will be supported to provide coordinated services.

Coherence with global policy and international normative frameworks

This project is informed by and will contribute to the 2030 Agenda which emphasizes the importance of gender equality and the empowerment of women at Goal 5 and decent work and economic growth at Goal 8. The Sustainable Development Goals (SDGs) also specifically recognize some of the key challenges facing women migrant workers, through their references to VAW and trafficking, the value of domestic work, and the need to protect the labour rights and promote safe and secure working environments of women migrant workers. Specifically, some of the key SDGs are noted below:

SDG	Description
5.2	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
5.4	Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
5.c	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels
8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.
8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
10.7	Facilitate orderly, safe, regular and responsible migration and mobility of people , including through the implementation of planned and well-managed migration policies.
10.c	Reduce to less than 3 per cent the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5 per cent.
16.2	End abuse, exploitation, trafficking and all forms of violence against and torture of children.
17.18	By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts.

By focusing on targeted policy development that strengthens fair and safe migration for women, the project contributes to commitments made under the Addis Ababa Action Agenda of the Third International Conference on Financing for Development, which reiterates the need for gender mainstreaming, including in the formulation and implementation of all financial, economic, environmental and social policies. The Agenda also includes a commitment to adopt and strengthen transformative actions for the promotion of gender equality and women's and girls' empowerment at all levels, to ensure women's equal rights, access and opportunities for participation and leadership in the

economy and to eliminate gender-based violence and discrimination in all its forms (par 6).⁵ Through its specific focus on addressing the vulnerability of women in migration, the project also responds to the Declaration of the High-level Dialogue on International Migration and Development adopted in October 2013, which recognizes the need to incorporate a gender perspective into migration policies and to strengthen national laws, institutions and programmes to combat gender-based violence (GBV), including trafficking in persons and discrimination against women migrants.⁶ The project further responds to the commitments made by Member States to addressing violence against women migrant workers migration under the Beijing Declaration and Platform for Action, adopted by governments in 1995, and the 57th Session of the Commission on the Status of Women.

The project is grounded in international labour standards through the widely ratified ILO conventions of general application as well as those that contain specific provisions on migrant workers including *the Migration for Employment Convention, 1949 (No. 97)*, *the Migrant Workers Convention, 1975 (No. 143)*, *the Private Employment Agencies Convention, 1997 (No. 181)*, *the Freedom of Association and Protection of the Rights to Organise Convention, 1948 (No. 87)*, *the Right to Organise and Collective Bargaining Convention, 2949 (No. 98)*, *the ILO Convention concerning Decent Work for Domestic Workers, 2011 (No. 189)* and the accompanying Domestic Workers Recommendation, 2011 (No. 201) and *the Forced Labour Convention 1930 (No. 29)*. The Forced Labour Convention is widely ratified in the region and focus on members state obligations under this Convention will also link and draw attention to the more recently adopted *Protocol of 2014 to the Forced Labour Convention 1930 (P029)*.

Each of the ASEAN Member States also have obligations under the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), including obligations to take all appropriate measures to suppress all forms of trafficking in women (Article 6); and to eliminate discrimination against women in the field of employment (Article 11). CEDAW is also supported by detailed General Recommendations (GR) on Violence Against Women (GR19), and Women Migrant Workers (GR26). GR26, in particular, provides specific guidance to State parties on how to respect, protect and fulfil the human rights of women migrant workers, providing recommendations specific to countries of origin, transit and destination. The scope of GR26 extends to undocumented women migrant workers and addresses the importance of active involvement of women migrant workers in policy formulation; and the lifting of restrictions on migration that are sex-specific or discriminate against women.

In seeking to strengthen efforts to prevent and respond to trafficking in women for labour, the project will also be guided by the widely ratified Protocol to Prevent Suppress and Punish Trafficking in Persons, Especially Women and Children.

The project will be informed by and, in turn, inform, the process towards developing the Global Compact for Safe, Orderly and Regular Migration, a commitment made by Member States under the *New York Declaration for Refugees and Migrants*.⁷ The commitment includes ensuring that the Global Compact promotes gender equality and the empowerment of women. The Recommendations for Addressing Women's Human Rights in the Global Compact for Safe, Orderly and Regular Migration were developed in response to this commitment. The Recommendations are the outcome of an expert meeting hosted by UN Women and Office of the United Nations High Commissioner for Human Rights (OHCHR) and supported by the EU including experts from the Committee on the Elimination of Discrimination Against Women, the Committee on Migrant Workers (CMW); the Committee on the Elimination of Racial Discrimination (CERD); the ILO and civil society. This project will be an opportunity to operationalize these Recommendations, which are grounded in international human rights law and labour standards and provide a unique and comprehensive set of standards for fair and safe labour migration of women.

⁵ UN, 2015. Addis Ababa Action Agenda of the Third International Conference on Financing for Development, para. 6

⁶ UN General Assembly, 2013. *Declaration of the High-level Dialogue on International Migration and Development*, A/68/L.5, para. 11

⁷ See note 4

The project will benefit from the recently developed ILO Guidelines on Fair Recruitment, which will guide project stakeholders in assessing and developing effective labour recruitment policies in compliance with internationally recognized human rights and labour standards, eliminating fraudulent and criminal practices, improving protection and access to remedies for victims of abuses, and supporting human rights due diligence by both the public and private sectors, in line with project objectives.

The project will also be guided by and contribute to the ILO Strategy for Action towards making Decent Work a reality for Domestic Workers Worldwide, which includes strategic focus on the promotion and ratification of the ILO Convention 189, and building institutional capacity and supporting policy and legislative reforms at the national level.

ASEAN frameworks and linkages

The project is designed specifically to contribute to regional goals set at the ASEAN level. The ASEAN Community Vision 2025 is centred on a three-pillar structure, with a Political-Security pillar, an Economic pillar and a Socio-Cultural pillar. Each pillar has adopted a blueprint to take forward the principles of the ASEAN Community Vision 2025 that falls under their respective mandates. Importantly, migration and gender are recognized in all of the blueprints.

The ASEAN's commitment to protecting the rights of migrant workers is largely situated under its Socio-Cultural Pillar, and set out in the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers. It is included in the work plans of related ASEAN bodies within this pillar, including the *Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers* (ACMW). Advancing the ACMW work plan for 2016-2020 and the recommendations of the ASEAN Forum on Migrant Labour (AFML) will be key to the success of this project. The project will also contribute to the ASEAN Committee on Women (ACW) Work Plan 2016-2020 and the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) Work Plan 2016-2020, which fall under the Socio-Cultural Pillar. Under the Political-Security Pillar, the project will engage with the Senior Officials Meeting on Transnational Crime (SOM-TC) and its Working Group on Trafficking in Persons (responsible for the implementation of the Plan of Action on the 2015 ASEAN Convention Against Trafficking in Persons, Especially Women and Children) as well as the ASEAN Intergovernmental Commission on Human Rights (AICHR). Concurrently there are several further entry points for cross-pillar work on the nexus between migration and human trafficking between the Socio-Cultural pillar⁸ and the Political-Security pillar.

ASEAN has committed to address VAW and trafficking in persons, through the ASEAN Regional Plan of Action on the Elimination of Violence Against Women (EVAW); ASEAN Convention against Trafficking in Persons (2015); Plan of Action against Trafficking in Persons (2015); and Gender Sensitive Guidelines for Handling of Women Victims of Trafficking in Persons (2016). In 2016, ASEAN produced a Regional Review on Laws, Policies and Practice within ASEAN relating to the Identification, Management and Treatment of Victims of Trafficking. ASEAN and UN Women are now partnering to develop VAW Data Collection Guidelines for ASEAN countries, which are expected to be released in 2018. These frameworks and commitments will be used to guide and inform this initiative.

The project will contribute to ASEAN Member States meeting their commitments under the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, specifically in relation to the obligations to, “promote decent, humane, productive and remunerative employment for migrant workers” (para. 15), and to, “promote capacity building by sharing of information, best practices as well as opportunities and challenges encountered by ASEAN Member Countries in relation to protection and promotion of migrant workers’ rights and welfare” (para 19). The project is also guided by and will

⁸ A few examples include the ASEAN Declaration on Social Protection, including its action plan includes references to victims of trafficking; the ACWC has developed guidelines of handling women victims of trafficking and conducted a study on the laws, policies and practices within AMS on victims of trafficking; the ASEAN Committee on Women (ACW) work plan carries several references to trafficking of women and the ACMW work plan carries several direct and indirect references to trafficking.

contribute to ASEAN Member States meeting their obligations under the ASEAN Regional Plan of Action on Elimination of Violence Against Women, in particular by mirroring many of the prevention strategies under Action 1 of the RPA, in addition to strengthening protection and support services for victims and survivors, in line with Action 2.

Synergies with EU strategies and political frameworks

The project also comprehensively responds to the EU's advanced policy framework for external relations and development cooperation on migration. The main objective of the 2015 European Agenda on Migration is to approach migration in a comprehensive way. Improving legal migration is identified as one out of four priority areas for EU action, including effective management of labour migration, empowering migrant workers, tackling exploitation and promoting ethical recruitment. Building on the same approach, the new European Consensus on Development constitutes a comprehensive common framework for European development cooperation, aligning EU action with the 2030 Agenda for Sustainable Development. It recognizes that the risks for migrants to become victims of forced labour and trafficking are greater in situations where human rights are not respected. Therefore, using the ILO's tripartite approach and working with the private sector, employers' and workers' organizations is essential to promote labour standards and decent employment conditions for workers, in both the formal and informal sectors, including by supporting the transition from the informal to the formal economy.

The Strategic Engagement on Gender Equality within the EU for 2016-2019, as well as an ambitious and robust new EU Gender Action Plan in External Relations 2016-2020 were adopted by the EU in 2015. Both documents place gender equality and the empowerment of women at the core of EU action. The new Consensus, in line with the 2030 Agenda for Sustainable Development, engages the EU and Member States pursuing the fulfilment of obligations under CEDAW, to take action and strengthen policy dialogue to empower women and girls, promote their important role as agents of development and change and increase targeted action towards gender equality. This will include promoting women's economic and social rights and empowerment, strengthening their voice and participation in social, economic, political and civil life, and ensuring their physical and psychological integrity. Promoting women's equal access to productive employment, decent work, equal pay and financial services is recognized as a benefit for all members of society.

This project is a part of the multi-year **EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls**, and is aligned to its theory of change. The overall objective of this project responds to the impact statement of the initiative by promoting prevention strategies and strengthened multi-sectoral responses and services to address trafficking and violence against women in ASEAN, under component A: Trafficking in Asia; and component B: Violence against women and girls in Asia. In particular, Results 1.1 and 2.1 will respond to Outcomes 1 and 2 of the Spotlight Initiative under both components A and B, in strengthening laws and policies that strengthen safe migration, prevention efforts and respond to VAW. Project work under Objective 3 will respond to the Spotlight Initiative's Outcome 3 addressing gender-equitable social norms, attitudes and behaviours, and Outcome 5 addressing quality, disaggregated and quality data. Work under project Results 1.3 and 2.3 reflects the Spotlight Initiative's outputs under Outcome 4 focusing on building the capacity of trade unions, migrant worker associations and women's organizations; and capacity of service provision strengthened under project Results 1.4 and 2.4 will contribute to the Spotlight Initiative's outputs under Outcome 5.

The project will also contribute to the Global Public Goods and Challenges (GPGC) Thematic Flagship on migrant domestic workers' labour and human rights; and Flagship 11 on rights-based development for the working poor. This project also responds to the growing recognition of the links between migration and development within EU development cooperation. Promoting regular channels for migration and mobility, including strengthening cooperation and creating networks between relevant agencies and institutions in the field of job/employment creation and development, with a view to facilitate placements and job opportunities features prominently in the Action Plan of the Valletta Summit on Migration adopted in November 2015, alongside prevention of and the fight against irregular migration, migrant smuggling and trafficking. The project will directly contribute to the EU Gender Action Plan (2016-2020), specifically objectives 7 (ending violence against women and girls), 8

(preventing trafficking), 10 (providing essential services for victims), 14 (access to decent work) and 17 (equal rights and ability for women to participate in policy and governance processes).

1.2.2. Problem Analysis

Context of women's labour migration in ASEAN

International labour migration in ASEAN has increased manifold over the past decades. According to the latest UNDESA (2015) estimates, of the 20.2 million migrants globally that originate from ASEAN, 10 million are women. In the ASEAN region, the total stock of international migrants is currently above 9.9 million with around 6.9 million migrants having moved between countries within the region. Women account for 48.7 per cent of the intra-ASEAN migrant working age population.⁹ In 2015, seven ASEAN Member States deployed over 2.1 million migrant workers. Six of these countries collect sex-disaggregated data and collectively deployed over 350,000 women migrant workers. Much of the intra-ASEAN migration is temporary, and includes irregular migrants which may not be captured in these statistics.

The Philippines, Indonesia, Myanmar, Viet Nam, Cambodia and Lao PDR are net-sending countries; Myanmar and the Philippines both have an estimated ten per cent of their populations abroad. Malaysia, Singapore, Thailand and Brunei Darussalam are net-receiving countries; in Malaysia and Singapore, migrants make up to a third of the workforce. In Singapore and Thailand, women form more than 50 per cent of the total migrant population.¹⁰ Migrants from ASEAN also move to East Asian economies, to the Gulf Cooperation Council (GCC) states and beyond.

Many women migrant workers work in occupations that are considered to be in the informal sector in the host country or in occupations that are excluded from important protections afforded under the regulations concerning labour law standards. This applies especially to domestic and care workers, agricultural workers and sometimes to workers in small firms. Some countries have attempted to protect women workers by selective bans and raising age barriers, which deny women the opportunity to make their own decisions about migration. This often results in women having to migrate irregularly and without protection.

In 2015, it was estimated that there were 9.1 million domestic workers in Southeast Asia and the Pacific alone, making up almost 14 per cent of the global number of workers employed in this sector. As in other parts of the world the sector is woman-dominated (about 83 per cent of all workers in the sector). Women migrant workers make up a disproportionate number of migrants employed in domestic and care work. Women, mostly employed as domestic workers, represent the majority of migrant workers in Malaysia, Singapore and Thailand.¹¹ As at 2012, Malaysia had around 350,000 migrant domestic workers, with Singapore having 214,500 domestic workers registered at the end of 2013.¹² In the Philippines in 2011 women migrant workers outnumbered men at 217,830 to 181,145, of whom 135,870 were domestic workers.¹³

Migrant women are also commonly employed in agriculture, manufacturing, services and construction. Most are occupied in general labour occupations with less access to higher and better paid jobs. Gender-specific hiring is common in the domestic work and care sectors, as well as in entertainment, construction, manufacturing, seafood processing, and hospitality sectors. Labour mobility at the ASEAN regional level is still limited despite some progress in developing common competency standards and recognition of qualifications in seven professions and tourism.

⁹ United Nations Department of Economic and Social Affairs (UNDESA). 2015. *Trends in international migrant stock: the 2015 revision*.

¹⁰ ASEAN Secretariat. 2017. *Women migrant workers in the ASEAN Economic Community*. Bangkok: UN Women, p.20

¹¹ UN Women. 2013. *Managing labour migration in ASEAN: Concerns for women migrant workers*. Bangkok, p. 14.

¹² ILO and ADH. 2014. *ASEAN Community 2015: Managing integration for better jobs and shared prosperity*. Bangkok, p. 97.

¹³ Philippine Overseas Employment Administration. 2010. Cited in UN Women. 2013. *Managing labour migration in ASEAN: Concerns for women migrant workers*. Bangkok, p. 14.

It is estimated that up to a third of migrants employed in the ASEAN region, work in the informal sector.¹⁴ Although there are no official disaggregated figures for irregular migrant workers it is assumed that women are disproportionately represented, given the limitations around regular channels for migration and informality around domestic work. In 2014, it was estimated that there were 1.6 million (men and women) undocumented and unregistered workers in Thailand alone.¹⁵ A further indicator of the levels of women migrants working in informal sectors is the ILO estimate that approximately 65 per cent of women workers in ASEAN are engaged in vulnerable employment.¹⁶ This reflects a broader trend in ASEAN with women's vulnerable employment being higher than men's in seven of the eight ASEAN Member States for which there is data.¹⁷ Included in the informal economy in parts of Southeast Asia is the sex industry, where there is presence of women migrants¹⁸.

Gender-responsive migration governance

ASEAN Member States face challenges in terms of developing and enforcing legislation and policy that addresses the needs of women migrant workers specifically. Often legislation is gender blind, or directly or indirectly establishes barriers to women's regular migration into formal sector jobs. In particular, bans imposed on women's migration into specific sectors or countries, have been seen to promote the growth of unlicensed recruiters and increase the potential for forced labour or trafficking as well as reducing women's access to assistance.¹⁹

A lack of understanding about the specificities of women's labour migration, the limitations they face and the policy responses needed to ensure labour migration is fair and safe for women is commonly a pervasive reason for legislative frameworks that are not gender-responsive. This is often accompanied by limited resources and, in some cases, lack of political will and further compounded by the lack of standardised and sex-disaggregated data on migration. Institutionally, women are under-represented in labour ministries, the labour inspectorate and public services, further reducing attention given to the situation of women migrant workers.

Labour conditions

Migrant women face gendered vulnerabilities specific to the labour market sectors in which they work. Domestic work, for example, is not fully covered by labour protections and not subject to labour inspections in ASEAN and beyond, meaning that migrant domestic workers are likely to experience poor working conditions and rights violations, with little regulation of working hours, limited freedom of movement and poor wages. Irregular migration status also increases vulnerability to labour market abuses and the large numbers of women migrating irregularly into informal employment sectors can face high job insecurity, low pay and unsafe working conditions.²⁰

¹⁴ A. Orbeta Jr, 2013, *Enhancing labour mobility in ASEAN: Focus on lower skilled workers*, Makati City, Philippines Institute for Development Studies Discussion Paper Series No. 2013-17.

¹⁵ Government of Thailand, 2016. *Statistics on the Number of Aliens Allowed to Work in the Kingdom of Thailand*. Bangkok: Ministry of Labour, Office of Foreign Workers Administration, Department of Employment.

¹⁶ The ILO defines workers in vulnerable employment as the sum of own-account workers and contributing family workers. They are less likely to have formal work arrangements, and are therefore more likely to lack decent working conditions, adequate social security and 'voice' through effective representation by trade unions and similar organizations. Vulnerable employment is often characterized by inadequate earnings, low productivity and difficult conditions of work that undermine workers' fundamental rights. See also ILO, 2008, *Labour and social trends in ASEAN 2008: Driving competitiveness and prosperity with decent work*. Bangkok, p. 14.

¹⁷ See note 12, p. 12.

¹⁸ The sex industry comprises of institutions that thrive on the coercion, exploitation or abuse of women and children and must be criminalised as well adult individuals who freely chose the work. Liu, Lin Lean (ed.) (ILO 1998) *The Sex Sector : The Economic and Social bases of Prostitution in Southeast Asia*.

¹⁹ ILO and UN Women, 2017. *Protected or put in harm's way? Bans and restrictions on women's labour migration in ASEAN countries*. Bangkok.

²⁰ UN General Assembly, 2015. *Report of the Special Rapporteur on the human rights of migrants, Francois Crepeau, A/HRC/29/36*, para 3.

Skills

The work in which migrant women are employed is largely considered low skilled.²¹ Domestic work specifically is seen as work that women “naturally” do, and thus not requiring any skill or training and not seen as “work” in the traditional sense.²² Whilst there are some tasks in the domestic sectors that are considered “specialized” like gardening and chauffeuring, these are more likely to be undertaken by men. In construction and agriculture, women’s labour is commonly considered subordinate to men’s and women are rarely hired for their skills or the quality of their work.²³ Lack of skills recognition is compounded by limited access to skills development.

Costs and remittances

High migration costs and situations of debt bondage are pervasive throughout both regular and irregular migration experiences. Data from the region has shown that women migrant workers’ average monthly wage can be less than half of that of non-migrant employed women, and 30-50 per cent lower than that of migrant men.²⁴ Despite lower earnings and high remittance fees, women remit a higher proportion of their earnings back to their families. In addition, a recent study has found that women migrant workers can have a positive and significant impact on increasing domestic wages by an average of 14 per cent in countries of destination.²⁵ Women domestic workers, in particular, have a positive impact on the economy of countries of destination by supporting a low-cost care sector and freeing up more women in destination countries to enter the labour force.

Violence against women migrant workers

Violence against women migrant workers and trafficking can be considered within the broader continuum of VAW, driven by many of the same structural gender inequalities and social gender norms. Available data indicates that Southeast Asia has prevalence rates of intimate partner violence (physical and/or sexual) (IPV) at an average of 37.7 per cent - and the rate IPV and non-partner sexual violence combined is 40.2 per cent.²⁶ Gender inequality and VAW may also contribute to why many women and girls seek to migrate and to take risks that increase vulnerability to exploitative labour migration and trafficking. Women migrant workers may also be disproportionately vulnerable to VAW and trafficking due to intersecting vulnerabilities and discriminative factors that compound each other, such as poverty, gender, ethnicity, immigration status, education and access to information.²⁷

Whether migrating through regular or irregular channels, women migrants can face the risk of violence and abuse from intermediaries and employers, as well as from partners and others, with little access to legal protection or justice and VAW protection services.²⁸ Domestic workers are particularly vulnerable to exploitation, abuse, violence, forced labour and trafficking.²⁹ Many trafficked women are forced into commercial sexual services while many are also victims of domestic servitude.³⁰

The prevention of and response to VAW in the ASEAN region is growing thanks to improved recognition of VAW as a serious rights violation and an impediment to economic and social progress. These ASEAN accelerated efforts, however, are yet to be fully translated into comprehensive action at the national level. In ASEAN, only four ASEAN Member States (AMS) have a specific Ending Violence

²¹ “Low skilled” refers in the document to attributes of occupation rather than of the person. Many jobs in agriculture, in construction, manufacturing and services fall into this category.

²² ILO and UN Women. 2016. *Worker, helper, auntie, maid? Working conditions and attitudes experienced by migrant domestic workers in Thailand and Malaysia*. Bangkok.

²³ ILO. 2016. *High rise, low pay: experiences of migrant women in the Thai construction sector*. Bangkok.

²⁴ ILMIS Database 2015, cited in ASEAN Secretariat. 2017. *Women migrant workers in the ASEAN Economic Community*. Bangkok: UN Women, p.21

²⁵ A time series regression using 15-year data from receiving countries was estimated to measure the impact of women’s migration on labour market outcomes, See note 11, p.21

²⁶ World Health Organisation. 2013. *Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non partner sexual violence*, p. 17-20

²⁷ UN General Assembly. 2015. *Violence against women migrant workers Report of the Secretary-General, A/70/205*

²⁸ UN Women. 2016. *Progress of the world’s women: transforming economies, realizing rights*. New York, p.92.

²⁹ Fightsitt. 2016. *Modern Slavery in East Asia - Protecting the rights and promoting the autonomy of domestic migrant workers from Indonesia and the Philippines*.

³⁰ European Parliamentary Research Service. 2016. *The gender dimension of human trafficking*.

against Women (EVAW) National Action Plan (NAP), which can be powerful tools to support implementation of policies.³¹ Barriers to EVAW include scarcity of data, uneven service provision and lack of investment in quality services, inadequate administration of justice, and discriminatory socio-cultural norms. The human rights of trafficked women and the promotion of gender equality need to be at the centre of anti-trafficking strategies, affirming a human rights-based and survivor-centred approach.

Access to services

Women still face significant barriers in accessing quality information and services.³² Exclusionary policies can limit access to gender-responsive services, health care, and legal support for migrants. However, structural factors can also reduce women migrants' ability to access services. These include power imbalances between employers and migrant workers, often exacerbated when migration status is tied to employment; isolation and lack of access to information on rights and protections; family separation and dependence on remittances; as well as sector-specific risks and language barriers.

Surveys that explore VAW prevalence and reporting patterns reveal that few women who experience VAW seek help from formal service providers such as police, health, social welfare, and justice. For women who are marginalized, their ability to receive assistance that meets their needs is even less likely. Lack of access to services limits women's ability to break cycles of VAW.

Access to justice

Within the migrant worker population, there are manifest differences between women and men in access to justice for rights abuses. Due to the informal and unrecognized nature of much of women's migration and employment within the region, their opportunity to voice grievances is reduced exponentially.³³ A lack of regular status in countries of transit and destination means that those who suffer abuse, exploitation and VAW face greater challenges to prosecuting their abusers.³⁴ A domestic worker in the region often also has to contend with physical isolation, restricted movement, lack of coverage by labour laws, and the possibility of expulsion in attempting to lodge a complaint. The critical role of non-governmental organizations (NGOs) and trade unions in providing an access point for migrants to seek redress is clearly evidenced. Particularly for women migrants, the overwhelming preference for NGO services highlights their importance in reducing the gender gap in access to justice.³⁵

Organizing and networking

Women migrant workers (as with all migrant workers) are limited in terms of their ability to form unions and collectively bargain for labour rights or to assume leadership roles in unions.³⁶ This is a particular challenge for domestic workers who work in segregated and isolated workplaces, which create additional practical barriers to organizing. Despite the challenges faced by migrant domestic workers in collective bargaining, there have been significant examples globally of networks forming their own collective agreements and organizations to successfully advocate for better rights and policy change.³⁷ In particular, domestic workers' organizations (and specifically the International Domestic Workers' Federation) have undertaken several successful campaigns promoting labour standards for domestic workers, notably supporting the introduction and ratification of C189. The importance of women's organizing is seen throughout policy advocacy for women's rights. Research shows that feminist activism can be the most consistent and important factor in policy change on VAW;³⁸ strong, vibrant domestic feminist movements use international and regional conventions and agreements as levers to influencing policy. This has been seen in the effective use of CEDAW by civil society groups, where a correlation can be seen between the engagement of women migrant worker focused civil society in shadow reporting and the likelihood of recommendations addressing migrant women workers labour

³¹ UN Women. 2012. *Handbook for National Action Plans on Violence Against Women*. New York.

³² See note 11, p. 23

³³ ILO. 2017. *Access to justice for migrant workers in South-East Asia*. Bangkok.

³⁴ See note 25, para. 10

³⁵ See note 30.

³⁶ See note 11, p. 23

³⁷ Visel, 2013

³⁸ Welton, S. and Htin, M. 2013 Feminist mobilisation and progressive policy change: why governments take action to combat violence against women, *Gender & Development*, 21:2, 231-247

and human rights being included in concluding observations.³⁹ CEDAW's GR26 on Women Migrant Workers recommends states to formulate comprehensive, gender-sensitive and rights-based policy on the basis of equality and non-discrimination to regulate and administer all aspects and stages of migration, to facilitate access of women migrant workers to work opportunities abroad and to promote safe migration of women. It has been a particularly useful tool for civil society as, whilst state based reviews limit the ability to address cross border issues, this instrument provides a door through which migrant worker issues can be introduced.

1.2.3. Stakeholders' Analysis

The main target groups will include ASEAN Member States' governments, workers and employers' organizations; ASEAN institutions with mandate on gender, migration and employment; civil society actors; current, potential and returned migrant workers with a specific focus on women migrant workers at risk of abuses and trafficking; communities and families; media outlets. The project will target different groups depending on: whether the country is a country of origin or destination and specific priorities identified at country level. Components such as the knowledge development and public awareness campaigns under Objective 3 will target a wide range of actors.

Different target groups are described more in detail below:

ASEAN Member States' governments: in particular the project will engage with relevant Ministries of Labour, other ministries responsible for labour migration and other public entities under Objective 1, to assess priority legislative and enforcement gaps and build capacities to effectively adopt and enforce reforms towards strengthening fair and safe labour migration for women. Under Objective 2, Ministries of Women's Affairs, and ministries responsible for social affairs and counter trafficking (including Ministries of Interior and law enforcement authorities) will be engaged to strengthen legislation on VAW, to ensure that it incorporates and responds to the specific situation, needs and vulnerabilities of women migrant workers; in particular working to improve the capacity of relevant actors to better coordinate response services in relation to health, social services, policing and justice to prevent and respond to VAW.

ASEAN institutions and structures with a mandate related to labour migration, trafficking, violence against women, and gender equality (as detailed earlier under ASEAN frameworks and linkages) provide coordination and oversight to regional plans of action that seek to improve conditions of labour migration, prevent VAW and prevent and respond to trafficking. Under Objectives 1 and 2, this project, will work closely with these bodies to support the implementation of ASEAN work-plans as well as build capacity to understand the interaction between women's labour migration, VAW and trafficking, with the view to increasing the representation of this interaction in future strategic and action plans. The project will also work with these institutions to build accountability to implement regional commitments, including the Regional Plan of Action on Ending Violence Against Women. The project will support knowledge generation and sharing of good practices within and beyond the region and demonstrate how it is working with ASEAN Member States to achieve regional goals through national level implementation of the ASEAN frameworks.

Employers' Organizations are a key player in improving recruitment, working conditions, and recognition of the abilities of women migrant workers. Working to build the capacity of employers' organizations to understand and address discrimination against women throughout the labour migration cycle, the Project will create the grounding for the development of tools and systems that employers can engage with to improve the fairness and safety of their employment of women under Objective 1. More specifically, the project will support employers' organizations' capacities in areas identified as priority to the strengthening of fair and safe migration for women. These include improving capacity to identify skills in women migrants, as well as working to develop those skills. Also, through strengthening self-

³⁹ Gamage, S. and Hennebery, J. Forthcoming. "Bearing the Burden for Change: Claims-Making, Advocacy and Organizing Among Women Migrant Worker"

regulation initiatives, including codes of conduct, and working to improve employer accountability to the working conditions of domestic workers.

Workers' organizations can play a crucial role in promoting workers' rights, providing a space to identify and collectively bargain for better working conditions, pay scales and opportunities to access social protection and legal protection. Working with workers' organizations, in particular migrant women and domestic worker organizations (formal, informal and grassroots) under Objective 1, the project will increase their institutional capacity to facilitate the organisation of women, increasing the representation and voice of women within organizations, and the number of workers' organizations that represent the sectors in which women work. National, sub regional and regionwide sectoral unions and relevant stakeholders will be targeted, recognizing the important role regional and sub-regional level organizations can play in cross-border collaboration and advocacy.

Civil society, community-based and grassroots women's organizations, are a critical source of information and service provision for women throughout the migration cycle. They can be a significant source of information for women before migration, effectively acting as a prevention mechanism for women at risk of VAW, trafficking and exploitative recruitment. They provide pre-departure information and rights awareness, in addition to that which is provided through formal routes; provide legal and health services in countries of destination, and return services, including supporting legal claims in situations of VAW and trafficking. Working to build the capacity and empower these civil society, community-based and grassroots organizations under Objective 1 and 2, the project will strengthen community-based strategies that focus on prevention of VAW and trafficking, drawing upon the risk factors and harmful norms that drive VAW. Alongside these initiatives, migrant worker resource centres led by civil society organizations (CSOs) will be strengthened (where appropriate, in partnership with government institutions, to improve the availability of information to women before migration). The project will also support the capacity development of civil society, community-based and grassroots organizations to strengthen the connection and networking of women before, during and after migration, in order to establish a sustainable network of information sharing, using information and communications technology (ICT) and social media. Such a network will continue to connect and refer to civil society in their role as service providers to survivors of VAW and trafficking. Key national level partners in the target countries will be identified on the basis of wide consultation with ILO and UN Women Country Offices, EU Delegations and relevant partners' organizations at field level and will be confirmed through inception missions.

Current and potential women migrant workers, are final beneficiaries as well as a target group. The prevention of VAW and trafficking throughout migration remains the priority. Increasing the information available to women about their rights and options, and their ability to seek information and services, is an important part of prevention. As such, under Objective 2, women throughout migration will be targeted to connect and network and share information, in person and through ICT. Supported by civil society, community-based and grassroots organizations, women's collective action will be strengthened, recognizing that women who experience multiple and intersecting forms of discrimination need to first understand and claim their rights – something that can happen when women get together to discuss their grievances and act collectively to seek solutions.⁴⁰ Women in migration will also be a target group – research and data collection on methods that work to increase the fairness and safety of women's migration will be participatory and action-based. Women migrants themselves will be supported to attend regional and international events to share good practices and contribute to policy recommendations.

Families and communities form a target group in so far that they will be involved in the community-based advocacy and prevention work under Objective 2. Men are necessary allies in a transformative approach in changing the social norms that give women less value and accept violence against women. As such, engaging with families and the community directly and inviting them into a broader discussion

⁴⁰ UN Women. 2015. *Progress of the World's Women 2015 – 2016: Transforming Economies, Realizing Rights*. New York, p. 17.

about women and migration, their safety and risks, gender equality, and how to prevent violence and trafficking, will be important to the success of these results.

The media plays a major role in reporting on the situation of women migrant workers, as well as migration, trafficking and VAW more broadly. Attitudes and perceptions of migrant workers and about migrant workers can stem from media reporting. Inaccurate media reporting can also lead to misinformation, and can be an instigator for discrimination and unfair treatment. Under Objective 2 specifically, the project will engage the media as a target stakeholder in the dissemination of the community-based prevention work. Under Objective 3, the media will be engaged in discussions around public perceptions and attitudes towards violence and women's migration, as well as on good practices that can be promoted by everyone in strengthening fair and safe labour migration for women, with a view to enhancing the dissemination of reliable and progressive reporting on the situation of women migrant workers and the approaches needed to strengthen fair and safe migration, including prevention of and protection from violence.

By cooperating with and supporting the above-mentioned target groups at different levels, the project will ultimately work to strengthen fair and safe labour migration for women within and from ASEAN. Target stakeholders, countries, and sectors will be identified during the inception phase, based on their priority need and recognizing the desirability of being able to share good practices and replicate models in additional countries and regions.

Final beneficiaries of the project will be potential, actual and returnee women migrant workers, and their families, who will directly benefit from interventions at the national level through policy and legislative reform, efficient awareness-raising and behavioural change activities which will prevent trafficking and violence, and better access to information and services where necessary.

UNODC (United Nations Office on Drugs and Crime) will be involved in specific capacity building activities in different components of the action in line with its specific mandate.

1.3. Objectives and strategic approach

The action seeks to contribute to the following overall and specific objectives.

Overall objective: *Labour migration is safe and fair for all women in the ASEAN region.*

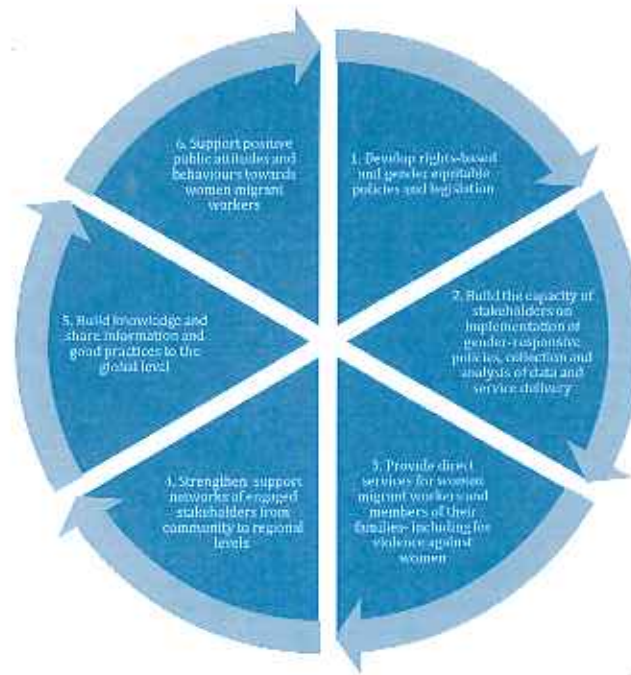
In being fair, labour migration will be gender equitable in access, opportunity and conditions. According to the ILO, "constructing an agenda for fair migration not only respects the fundamental rights of migrant workers but also offers them real opportunities for decent work."¹¹ Labour migration that is safe, refers to migration free of violence and harmful practices. As identified earlier, violence incorporates physical, sexual violence and trafficking but also psychological violence, which includes a range of types of VAW committed by partners, strangers, and the violence of exploitative labour conditions and migration processes.

The project strategy and the selection of outcomes (objectives) and outputs (results) are based on the theory that strengthened legislative and policy frameworks, when supported by institutions with better capacity, alongside greater organization of women, support services and a freer flow of accurate information will result in a labour migration experience that is fair and safe, with opportunities for skills and employment progression. This will reduce the vulnerability of women to poor and exploitative working conditions, and improve the benefit of migration for the women themselves, and the wider communities.

¹¹ ILO, Fair Migration: Setting an ILO Agenda, International Labour Conference, 103rd Session,

Simultaneously, by working with the broader legislative framework as it relates to VAW, efforts to prevent VAW and trafficking throughout the migration cycle, will be supported by strengthening accountability, capacities, and coordination of institutions and the empowering of networks of women. Recognizing that violence is pervasive, the project will strengthen service provision for survivors of violence throughout migration. Addressing the wider environment, the project will build knowledge on the perceptions and attitudes towards and of women migrant workers, and those related to acceptance of VAW, and present these, along with strengthened data and collected good practices in campaigns that seek to address negative perceptions and discriminatory behavior.

These long-term results will be achieved through interlinking interventions that:



Specifically, the project will seek to achieve the following specific objectives:

- **Specific objective 1:** Women migrant workers are better protected by gender-sensitive labour migration governance frameworks
- **Specific objective 2:** Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services
- **Specific objective 3:** Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved

1.4. Detailed description of activities

Inception phase (first six months): selection of beneficiary countries/corridors and refining of project intervention strategies/activities.

The following sections detail the project specific objectives and results and the main activities that are envisaged to achieve them. However, the overall project strategy as well as country specific strategies will be further refined and detailed in light of baseline assessments and consultations to be carried out during the inception phase allowing ILO, UN Women and UNODC to assess and discuss national

priorities with key stakeholders, determining together the major axes of intervention. ILO, UN Women and UNODC will then identify and define country-based and regional activities in consultation with EU Delegations (and specifically with EU Delegations in Thailand and Indonesia in view of their mandates). Activities will be therefore further refined and adapted to the specific context and more detailed stakeholder's analysis will be provided.

Main activities at the inception phase will include, among others:

- Establishment of the Project Steering Committee (PSC) and organization of three PSC meetings
- Establishment of the Regional Project Advisory Committee and organization of the first RPAC meeting
- Establishment of the National Project Advisory Committees in relevant countries
- Hire project staff based at ILO and UN Women offices
- Consultative dialogues to identify the priority areas for legislative and policy focus under Objective 1 and Objective 2 at country and regional level.
- Consultative dialogues with stakeholders in relation to the introduction or strengthening of Migrant Worker Resource Centres under Objective 1.
- Consultative dialogues and mapping exercises, in relation to increasing access to services for migrants in countries of destination under Objective 2.
- Scoping studies on EAW to inform gaps in evidence, legislation, policy and practice related to violence against migrant women.
- Mapping of existing migrant women's networks and women's networks more broadly.
- Identification of the key institutional coordination bodies (or gaps) for migration, trafficking and VAW at the national and regional level, and development of a strategic approach to coordination between and among stakeholders and institutions across objectives.
- Consultation with ICT and social media experts on realistic timelines and budgets for ICT-based interventions that connect and inform women migrant workers under Objective 1 and 2.
- Scoping study on WMW access to ICT.
- Collection of baselines.
- Development of strategic project plans.
- Endorsement of the final project activity plan by the PSC.

At the outset, the ILO and UN Women will establish both a PSC and a Regional Project Advisory Committee (RPAC) as well as National Project Advisory Committees (NPAC). The PSC will be a regional body with a mandate to monitor project progress and the weighting of project implementation in each country. It will meet every three months and comprise of key technical and management staff from ILO, UN Women, UNODC and the EU Delegation in Thailand to discuss and achieve consensus on project progress and give guidance on potential adjustments needed. The NPAC will meet annually in project countries to review work-plans and progress at the country level.

The RPAC will be convened at the regional level on an annual basis and comprise regional stakeholders including from the ASEAN Secretariat, and EU Delegations in Indonesia and Thailand. The RPAC will be asked to provide guidance on the overall implementation of the project, and to endorse a proposed annual work plan. The RPAC may also be invited to review project research, publications and other key outputs.

The draft terms of references (TORs) of the three governance committees are attached as an annex to this document. The TORs will be discussed and approved in the first meeting of the relevant committee.

A report will be produced at the end of the inception phase, detailing the activities and work-plan, to be approved by the EU, represented by the EU delegation in Thailand.

SPECIFIC OBJECTIVE 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks

Under Objective 1, the ILO will specifically focus on making labour migration governance work for women in Cambodia, Lao PDR, Myanmar, Indonesia, Philippines, and Viet Nam (as countries of origin) and Malaysia, Thailand, Brunei and Singapore (as countries of destination). Under this Objective, the ILO will work with tripartite plus partners to identify priority legislation and policy that will address specific issues that limit women's access to fair and safe labour migration options. This work will be supported by institutional capacity building of tripartite plus stakeholders to improve implementation of gender-responsive labour migration governance and systems, whilst increasing access for women to information and services to support fair and safe migration throughout the labour migration cycle. In all three areas; policy, implementation and support services, the action will be aligned with the ACMW work-plans and AFMI recommendations. Relevant ILO International Training Centre (Turin) training courses, UN Women training courses and materials will be availed of for capacity building, where appropriate in partnership with UNODC.

Results under Specific Objective 1 and the main activities to be implemented to achieve them are described below.

Result 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.

Working with regional and national stakeholders, the project will support inclusive policy dialogue and identify priority legal and policy interventions to strengthen fair and safe labour migration for women, in the countries, sectors and corridors of focus. This work will be supported by technical support to governments and ASEAN institutions on draft policy and legislation by the ILO based on relevant normative frameworks, including International Labour Standards and CEDAW. The development of legislation will also be informed by the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, and the ASEAN Convention against Trafficking in Persons, especially Women and Children. Research reports, position papers and policy briefs will also be produced to support the formulation of evidence-based, gender-responsive policy, nationally and across borders.

Below are examples of some critical areas that will be considered in identifying the priority area for focus in each country, as established in the inception period:

Countries of origin:

- Bans and legislative restrictions that limit women's access to regular labour migration routes in particular sectors and/or at all (example, Myanmar's ban on women migrating for domestic work);
- Labour migration corridors to GCC and East Asia;
- Return and reintegration.

Countries of destination:

- Labour laws that exclude domestic workers;
- Lack of labour protection in feminized sectors of work, including entertainment;
- Gender wage gaps;
- Legislative barriers that restrict the ability of women migrant workers, in particular migrant domestic workers, to unionize, associate or collectively bargain;
- Restrictions in job changes;
- Regulations on violence in the workplace;
- Legal pathways including access to regularization.

All countries

- Ratification of C189 and the Protocol to the Forced Labour Convention (2014). MOUs and bilateral agreements that are gender-responsive, and formulated and monitored with social partners;
- Unethical recruitment practices, high migration costs and debt bondage;
- Labour dimensions of trafficking;
- Portability of skills and social security;
- Access to justice
- Reduce irregular migration and ensure rights of all migrant workers

To achieve **Result 1.1** the action will implement, among others, **the following main activities:**

1.1.1 Produce knowledge products and technical briefs identifying priority legal and policy interventions at the regional and national levels to strengthen fair and safe labour migration for women.

1.1.2 Organize inclusive tripartite plus national consultations, and regional cross-sectoral and inter-ministerial consultations on legal and policy interventions, including the ratification of international instruments, that strengthen fair and safe labour migration for women

1.1.3 Provide technical support to governments and ASEAN on drafting policy and legislation based on international normative frameworks.

1.1.4 Provide support to tripartite plus constituents at the regional and national level to **develop skills recognition frameworks** in occupations where women migrants work

Result 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.

Building on the strengthened policy environment, the project will support the development of tools and capacity to all stakeholders to operationalise a priority agenda that strengthens fair and safe labour migration for women and supports the greater realization of labour rights for women migrant workers. This will incorporate comprehensive and integral capacity building for all stakeholders on gender and migration including the rights and realities of women migrant workers. Self-regulation will be expanded through development and monitoring of compliance for context-specific employers' and recruitment agency codes of conduct. Barriers to fair recruitment practices will be addressed. Multi-disciplinary workshops will be held for the implementation of gender-responsive labour inspection (building on existing ILO training modules and materials, specifically from Indonesia)⁴² and to support the establishment of systems and protocols between public service providers and law enforcement officials, ensuring access to services by migrant women regardless of legal status.

To achieve Result 1.2 the action will implement, among others, **the following main activities**, the specific activities will differ from country to country and will be decided at the start of the project:

1.2.1 Provide training and tools to government entities, social partners and human rights institutions to improve implementation of policies and quality services that strengthen fair and safe labour migration for women, including facilitating access to justice and fair recruitment practices. Provide capacity building to tripartite plus partners to link migrant women to relevant information and service providers. Support curriculum development and infrastructure (equipment) for skills training aligned with requirements in destination countries. The above will include two training courses carried out in the region in partnership with the ILO International Training Centre (ITC) in Turin and Centre on Migration, Policy and Society (COMPAS), University of Oxford. These will be targeted at senior officials in ASEAN member states and regional institutions as well as social partners. The theme will be on safe and fair labour migration governance in the context of regional integration. Methodology will include

⁴² ILO. 2015. *Labour inspection and gender equality in Indonesia: Guide*.

lectures, case studies, group work and exercises. Materials will be developed by ITC, COMPAS and the project specialists.

1.2.2 Develop and deliver tools to build the capacity of employers' organizations, private sector partners and employers on fair and safe labour migration for women, including on skills identification and development, codes of conduct and self-regulation initiatives

1.2.3 Conduct multi-disciplinary workshops on gender-responsive labour inspection, and to establish and strengthen systems and protocols between public service providers and law enforcement officials, to increase access to services by migrant women regardless of immigration status.

1.2.4 Provide technical and organizational development support to build the institutional capacity of tripartite plus partners to strengthen fair and safe labour migration for women (including the representation of domestic workers at the international level), including through gender training, exchanges, and addressing institutional gender balance.

Result 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.

Recognizing the voice and agency of women migrant workers, the project will work to build and strengthen opportunities for women migrant workers to organize at the regional and national level and advocate for strengthened fair and safe labour migration options. Organizational development support, including trainings and workshops, will be provided for trade unions, migrant workers associations, domestic workers organizations, grassroots women's and CSOs to strengthen their ability to serve the needs of women migrant workers, link them to relevant service providers and monitor progress.

To achieve **Result 1.3** the action will implement, among others, **the following main activities:**

1.3.1 Provide technical and organizational development support to build and strengthen trade unions and migrant associations and domestic worker organizations in sectors in which migrant women work, including informal sectors, building their capacity to adopt specific strategies to reach out and organize migrant women and increase their active involvement

1.3.2 Support coordination of regional social partners and civil society organizations to support the ability of women migrant workers to organize transnationally and at the regional level, including through cross border agreements, referrals and service delivery

Result 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.

The project will work extensively with social partners, community-based organizations and other CSOs, building upon the ILO's existing network of 26 Migrant Worker Resource Centres (MRCs) (currently only in six ASEAN countries) to deliver authoritative information and individualized support services to migrant women and their families before, during and after their migration, including on safe migration counselling, legal assistance for trafficking victims, forced labour and other abuse, education and training, family services, financial education, information on remittance costs, and return and reintegration. Development of technological responses and leveraging of social media will be explored – potentially to support women migrant workers to track work hours, rate recruitment agencies, blacklist abusive employers and share information on working conditions. New MRCs will be established in and beyond the current six countries. For migrant women to access better jobs and move up the skills ladder, access to skills and vocational training opportunities will be supported.

To achieve **Result 1.4** the action will implement, among others, **the following main activities:**

1.4.1 Deliver support services to women migrant workers and their families through MRCs, including safe migration counselling, legal assistance for trafficking victims, forced labour and other abuse, education and training, family services, financial education, information on remittance costs, and return and reintegration; and strengthen referral to quality services.

1.4.2 Build cross-border cooperation and support sharing of experiences and linked services between MRCs to increase capacity for end-to-end delivery for women migrant workers and their families.

1.4.3 Provide training to increase the capacity of MRC staff and service providers on fair and safe labour migration for women, monitoring and evaluation (M&E), effective counselling techniques, gender awareness, VAW, reproductive health rights, LGBTQI and other marginalised groups.

1.4.4 Develop innovative information, communication technology to support women migrant workers' ability to track and share recruitment practices and working conditions

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.

SPECIFIC OBJECTIVE 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive, quality services

Under Objective 2, the project will address VAW in migration, including trafficking. The project will strengthen the legal and policy framework as it relates to VAW, and specifically ensure that it responds to women in migration. With the aim of increasing access to services for women migrants in the region, the project will strengthen institutional commitment, capacity and coordination to deliver quality services to women throughout migration, whilst at the same time building the capacity of the front-line service providers to ensure women have access to appropriate services and service referral throughout the migration. The project aims to address the broad societal drivers of violence such as gender inequalities and high levels of acceptance of VAW, promoting community-based interventions aimed at raising awareness and changing social norms. Recognizing the importance of collective action, the project will establish and strengthen the connection and networking of women at a national and transnational level, ensuring enduring connections throughout the migration process that give migrant women the opportunity to share their grievances, stay informed, access services, and act collectively to seek solutions to the issues they identify.

Result 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.

This result will build on and expand the evidence to inform and identify approaches that work to end violence against migrant women. This includes drawing upon evidence on the extent of violence against migrant women to establish an improved policy and services environment for women migrants who have experienced violence, and more systematically integrating VAW prevention and response within sector plans. Adopting both a multi-country and regional approach, the initiative will enable countries to share, exchange and apply the knowledge produced through the project at the national and regional level, in order that the learning and impact of the project can be replicated throughout the ASEAN region. This project will support women's empowerment and provide an enabling gender-responsive legislative environment⁴³, to address women and girls' vulnerabilities and prevent human trafficking.

⁴³ The UN Convention against Transnational Organised Crime (UNTOC) and the ASEAN Convention against Trafficking in Persons are key entry points to support countries to strengthen their trafficking and immigration-related legislation and policies

To achieve Result 2.1 the action will implement, among others, the following main activities:

2.1.1 Produce context-specific scoping studies, knowledge products and technical briefs identifying priority legal, policy and practical interventions to prevent and respond to VAW including trafficking, with a focus on women migrant workers.

2.1.2 Organize multi-stakeholder national consultations and regional cross-sectoral consultations on legal and policy interventions that prevent and respond to violence against women migrant workers including trafficking with the aim to motivate better policy changes through exchanging good practices and engaging in policy debates with a gender sensitive, human rights lens.

2.1.3 Provide technical support and support to governments and ASEAN on draft policy, accountability tools and legislation that prevent and respond to violence against women migrant workers.

2.1.4 Organize regional meetings to share and exchange policies and practices to prevent and respond to VAW throughout the migration cycle, including knowledge and information development by the project.

Result 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.

The project will first and foremost effect change that directly benefits women and girls as migrants or potential migrants, and will build country-level capacities to prevent and respond to VAW, by increasing accountability and institutional capacities to implement policy commitments and invest in quality essential services.

To achieve Result 2.2 the action will implement, among others, the following main activities:

2.2.1 Build 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 Support development of instruments and tools that strengthen coordination of and access to quality services for women migrant workers.

2.2.3 Provide capacity building on strengthening coordination of and access to quality services, informed by services data, for women migrant workers.

Result 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.

The project aims to address the broad societal drivers of violence such as gender inequalities and high levels of acceptance of VAW, that operate to create and often increase the risk for violence for potential or current women migrant workers. It will promote community-based interventions aimed to raise awareness and change social norms, ultimately reducing the acceptance of VAW and gender inequality. An innovative approach to information sharing through social media will utilize new channels of communications that WMWs have access to, along with wider media outreach.

To achieve Result 2.3 the action will implement, among others, the following main activities

2.3.1 Provide capacity building to women's groups, community-based organizations (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 VAW 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 Develop innovative information, communication technology to prevent violence and trafficking of women migrant workers, and increase access to quality services.

Result 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.

This action adopts a rights-based survivor-centred approach to respond to the needs of survivors of VAW and human trafficking and connect them with needed services. As services are steadily built to better respond to diverse survivors of VAW, attention to women migrant workers and the accessibility and availability of services for this group will receive focus⁴⁴. The integrated work related to services for survivors of VAW brings an opportunity to work with UNODC with the policing and justice sectors. UNODC will also support law enforcement priorities at the regional level.

To achieve **Result 2.4** the action will implement, among others, **the following main activities**

2.4.1 Provide skills building for appropriate engagement with victims of violence and trafficking by front-line/initial contact service providers.

2.4.2 Provide skills building on quality responses and service referral to front-line/initial contact service providers, to increase access for migrant women who are or have experienced violence and trafficking.

2.4.3 Develop tools to guide service delivery and referral, for dissemination to stakeholders to encourage replication and adaption.

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

Recognizing that discriminatory behaviour and negative gender norms are largely driven by socially accepted attitudes and behaviours, this project will seek to address such negative attitudes and behaviours directly. Under Objective 3, it will do so by building a knowledge base on the perceptions of women migrant workers, and violence towards women migrant workers, as well as an understanding of good practices in strengthening fair and safe migration, taking particular note of the voices and opinions of women migrants themselves. At the same time, the project will work with partners to strengthen capacity on data collection, ensuring that data on migration is disaggregated by age and sex, and that data on violence is disaggregated by migratory status. This information, put together and analysed will be converted into campaigns and evidence-based policy advocacy, two to be focused on the public, highlighting perceptions versus reality; and one to be focused to tripartite constituents, on good practices in strengthening fair and safe labour migration.

⁴⁴ See section 2.2 of the Essential Services Package: <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2015/essential-services-package-en.pdf?vs=3648>

Result 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.

Building the knowledge base and supporting transfer of good practices between organizations, countries and regions is key to building more effective approaches to protect and empower women migrant workers. The project will achieve this through participation of stakeholders at key international processes, bilateral exchanges and events, including by migrant domestic workers. Research on sectoral working conditions, migration costs, violence against migrant women, and public attitudes towards women migrant workers, where relevant driven by the voices of migrants themselves, will be conducted and used to inform policy and programme development as well as awareness campaigns.

To achieve **Result 3.1** the action will implement, among others, **the following main activities:**

3.1.1 Carry out research and produce knowledge products on estimates of women migrant workers, sectoral working conditions and migration costs

3.1.2 Carry out 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 Carry out 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 Host 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 and increasing solidarity

Result 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.

The project will support the capacity development of gender and age disaggregated labour migration statistics within ASEAN, both through administrative records and nationally-representative surveys. This action will support capacity building for data collection and analysis for various types of VAW data. Data collection related to relevant SDG indicators will be supported.

To achieve **Result 3.2** the action will implement, among others, **the following main activities:**

3.2.1 Provide technical assistance on capacity on collection and dissemination of gender and age disaggregated labour migration statistics within ASEAN, through administrative and survey data, as part of the International Labour Migration statistics Database

3.2.2 Support capacity building for collection and analysis of VAW data disaggregated by migratory status, in line with SDGs

3.2.3 Provide training on analysing data to inform policy and programme development, and support data collection on SDG indicators on decent work and fair migration (under SDG 8 and 10).

Result 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 VAWG, trafficking and gender-based discrimination of women migrant workers.

Campaigns and awareness raising will emphasise the rights, experiences and obligations of women migrant workers and employers and provide information and support to prevent trafficking and VAW. The Project will put particular emphasis on engaging a youth audience, including in educational settings.

To achieve **Result 3.3** the action will implement, among others, the following main activities:

3.3.1 Deliver a public awareness campaign focused on the perceptions and attitudes around women migrant workers, with particular focus on youth groups, incorporating evidence on the contributions women migrant workers make to society and development

3.3.2 Deliver a public awareness campaign focused on violence against women migrant workers, including what comprises violence, how it manifests and its impacts

3.3.3 Deliver a campaign to tripartite plus constituents, in particular employers, duty-bearers, and youth groups on the good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers

1.5. Methodology

Building on Lessons Learned

The project will draw from a pool of thematic and country specific lessons learned, knowledge and tools generated from the previous work of ILO and UN Women to protect the rights of women migrant workers, survivors of VAW and prevent trafficking in the ASEAN region.

Broadly, lessons learned applies to three areas including the importance of:

(1) including a **wide range of stakeholders** including state actors, recruitment agencies, private sector, employers' and workers' representatives, local governments, civil society, community-based, and women-led organizations. Multi-stakeholder involvement is particularly relevant to women who have limited access to formal migration channels and are vulnerable to trafficking, and other forms of VAW and need help from health services, social protection, police and justice;

(2) adopting a **gendered and transformative approach** to all interventions. This is especially relevant when addressing the gendered aspects of migrant women's experiences including trafficking and will provide the scope necessary to invest in women's grassroots organizing as a key strategic approach to the project. Project interventions must be able to demonstrate how they shift/challenge gender norms. Men and boys will also be engaged as they are critical to engage to help combat discriminatory gender stereotypes and abusive practices;

(3) a **multidisciplinary approach** addressing the links between labour migration, forced labour, trafficking and VAW by leveraging the technical competencies of the ILO, UN Women and UNODC to ensure that labour, gender and criminal justice aspects are addressed in gender-sensitive ways;

(4) adopting a **sectoral focus** recognizing that policy and practice is dependent on the sectors in which women work, in particular that the realities and responses to domestic workers will be markedly different to those of women in construction work; further recognizing that a sectoral focus will support the identification of priorities at the outset.

Creating Synergies with New and Ongoing Projects

The **ILO** is implementing a range of ongoing projects that complement this project, TRIANGLE in ASEAN 2015-2025 delivers technical assistance with the goal of maximizing the contribution of labour migration to equitable, inclusive and stable growth in ASEAN. It engages through ASEAN institutions and has country level interventions in six ASEAN countries. The project will coordinate with the action under the EU funded Ship to Shore project (2016-2019) in Thailand; the EU funded Global Action to Improve the Recruitment Framework of Labour Migration (2017-2020) which will work in Indonesia,

Malaysia and Hong Kong (China); and the Swiss Agency for Development and Cooperation (SDC) funded FAIR project (2015-2018) that promotes fair recruitment between the Philippines and Hong Kong. The project will seek complementarities with other existing ILO migration programmes in specific ASEAN countries (MWEA in Malaysia and LIFT in Myanmar) and the FAIRWAY project in Middle East. Previous projects that provide strong learning include the EU funded Global Action Programme on Migrant Domestic Work (2013-2016) and the joint UN Women and ILO Preventing the exploitation of women migrant workers in ASEAN (2015-2017, DFAT funded). The project will promote synergies with a number of other ILO projects focussing on labour migration and domestic work in Africa, Asia and Latin America with the view to transfer knowledge and experiences globally and across regions and ensure complementarity with ongoing EU funded ILO programmes in the region.

The project will draw upon the outcomes of the **UN Women**, EU funded project Promoting and protecting migrant women's rights in Mexico, Moldova and the Philippines; the Leveraging Technical Tools, Evidence and Community Engagement to Advance the Implementation of Laws and Provision of Services to Women Experiencing Violence in South-East Asia implemented in Indonesia, Lao PDR, and Viet Nam and the facilitating CEDAW Implementation towards the Realization of Women's Human Rights in Southeast Asia project. It will be supported by UN Women's regional programme that promotes rights-based gender-sensitive anti-trafficking measures to address women migrant workers vulnerabilities. The project will leverage with the UN Women support to the implementation of the ASEAN Regional Plan of Action (RPA) on the Elimination of Violence against Women.⁴⁵ UN Women is strengthening the capacity of the AMS to collect and analyse data related to VAW through development and dissemination of regional guidelines on administrative data collection (funded by Australia). UN Women will draw upon the global programme: *Essential Services for women and girls subject to violence*⁴⁶, which has established new standards and guidance to improve quality, accessibility and availability of services for survivors of VAW, and is being piloted in select countries in Asia, including Cambodia and Viet Nam.

The project will link with **other development partners in the ASEAN region implementing migration and anti-trafficking projects**. A full mapping will be completed during the inception report but will include the IOM, including its PROMISE project (2017-2022) on labour migration governance in Cambodia, Lao PDR, Myanmar and Thailand and the Australia-Asia Program to Combat Trafficking in Persons (AAPTIP) that aims to improve the capacity of law enforcement agencies in ASEAN.

The project will seek complementarity and synergy with the **Enhance Regional EU-ASEAN Dialogue (E-READI) Facility** that supports the implementation of the ASEAN Community blue prints, drawing on European experience and know how through sectoral policy dialogues including on issues such as migration and trafficking. The E-READI Facility covers the three pillars of the ASEAN Community. The four relevant sectoral bodies/committees of ASEAN (AICHR, ACWC, ACW and ACMW) to this project were beneficiaries of the EU-ASEAN Human Rights Cooperation Programme implemented through EU-funded projects READI Facility (2012-2015) and READI Human Rights Facility (2015-2017), two former projects preceding the E-READI Facility.

UNODC is a global leader in the fight against illicit drugs and international crime, including trafficking in human beings. UNODC's work is guided by international legally binding instruments, standards and norms on crime prevention and criminal justice. Its work on counter-trafficking is guided by the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children. UNODC leads a range of initiatives that are relevant for this project, initiatives that improves data collection and strengthen investigations and prosecutions into smuggling of migrants, and other projects that focus on strengthening criminal justice cooperation in the area of human trafficking in the region. Of particular relevance is the EU funded Global Action to Prevent and Address Trafficking in Persons and the Smuggling of Migrants (GLO.ACT, 2015-2019), which covers Lao PDR in the ASEAN region.

⁴⁵ See, Key Action 23 and 35, ASEAN Regional Plan of Action (RPA) on the Elimination of Violence against Women (EVAW)

⁴⁶ <http://www.unwomen.org/en/digital-library/publications/2015/12/essential-services-package-for-women-and-girls-subject-to-violence>

The proposed Action will contribute to the EU-UN Spotlight Initiative to End Violence against Women and Girls as detailed in the Rationale above.

Cross-cutting issues

Women's voice and agency: Whilst designed to benefit women throughout migration, it is recognized that critical to work that benefits women is empowerment of their voice and agency. The project will seek to empower women's voice and agency through strengthening women's engagement with labour organizations as well as networks of women migrant workers. Through these initiatives, women will have greater access to opportunities to collectively identify their needs and advocate for their rights. The voice of women will also be central to the project's knowledge base, and evaluation of the project's practices and good practices more broadly, as they relate to women's labour migration and prevention and response to violence. The project will also seek to include women in national, regional and international events, supporting them to have their voices heard at key multi-stakeholder platforms.

Rights-based approach: The project will ensure a rights-based approach to migration, which is enshrined by ILO Multilateral Framework on Labour Migration (2005), and VAW governance, which respects the dignity and agency of women throughout all stages of migration, and protects their rights under international law, including the principles of equality and non-discrimination, paying attention to intersectionality and the overall objective of the SDGs being to "leave no one behind". Work with institutional capacity and tools development will also have a rights-based focus, ensuring that tripartite plus stakeholders and public officials have a conception of protection as a priority. The project will also specifically provide training to tripartite plus stakeholders on gender and women's rights more broadly, in order to elevate the basic understanding and promotion of women's rights amongst stakeholders and partners.

Broad engagement of stakeholders: Broad engagement with stakeholders across all project interventions is considered key, with a view to ensure that the project maximises its impact and sustainability. Within the context of the project, stakeholders are defined in a broad sense to include tripartite partners including ministries responsible for labour migration, trafficking and gender issues, workers and employer's organizations. The project will also engage very strongly with CSOs, academia, media representatives and others. The engagement with these actors will range from local levels and include grass root organizations and local government structures, provincial and national level actors as well as the larger ASEAN level.

Prioritization approach

Project activities will vary by country to reflect different priorities and migration realities for women migrant workers, specific to countries of origin and destination; depending on the country's stage of development and the sophistication of regulatory frameworks, and implementing partner capacity to co-fund activities and absorb funding. Depending on the country, interventions will focus on priority sectors, migration corridors and or service interventions, so that impacts can be demonstrated and modelled for replication. The amount of investment will differ between the countries and cost-sharing opportunities will be explored with government, private sector and development partners in all countries with a view to developing outputs and corridors as additional funds become available.

Addressing the situation of girls

Whilst the project is focused on women migrant workers, it is recognized that initiatives and results will also interact with girls and adolescent females. It is important to understand that policy and service interventions that are suitable and appropriate for women, will not always necessarily be suitable or appropriate for girls. The minimum age for employment is 15 under the ILO's *Minimum Age Convention, 1973 (no. 138)*, with light work permitted for persons aged between 13 and 15. Many countries apply higher minimum age limits for labour migration. The definition of a "child" when addressing trafficking or violence is, however 18. Standard migration, employment and VAW policy responses and operating procedures may differ where responding to children. As such, the project will ensure that stakeholders and partners are made aware of any differences to policy or interventions, where

beneficiaries (in particular migrant workers, and victims and survivors of violence) are girls or adolescents.

1.6. Monitoring and evaluation framework

Performance monitoring and reporting

A technical and financial M&E system will be established during the inception phase of the action. Overall responsibility for management of the M&E system lies with the Chief Technical Advisor, establishing a direct linkage between management decision-making and the results produced. A full-time international M&E Specialist will support the Project Coordinator in the design, implementation and backstopping of the M&E system.

Four main project management tools will be developed to implement the action's M&E strategy. An evaluability assessment will be completed by an independent evaluator at the end of its inception phase to grade the quality of the M&E strategy and make recommendations for further enhancement. M&E arrangements will also have to be approved at PSC level as one of the outcome of the inception phase.

Throughout implementation, the technical staff will regularly update the M&E tools to ensure that they remain relevant and robust, supplemented by independent review as part of project evaluations.

1. An iterative theory of change (TOC) to continuously improve the understanding of the linkages between the activities of the action and its intended long-term impact.
2. An M&E plan to provide a detailed explanation of the evaluation criteria and performance indicators that will be used to assess the results of the action.
3. A management information system (MIS) to provide a database for management and analysis of project monitoring data.
4. An M&E manual for project staff and implementing partners that will provide guidelines and tools for operationalizing the action's M&E activities.

The responsibilities related to reporting are detailed in the Memorandum of Understanding and Special Conditions of the Co-Delegation Agreement. The two Recipient UN Organizations ILO and UN WOMEN will prepare a joint annual and final reports on activities and expenditures according to the common format designed for the Fund Secretariat and in line with the Commission requirements.

The Joint Programme Narrative report:

The Recipient UN Organizations will present the following programme reports to the Secretariat for consolidation and further transmission the Operational Steering Committee of the Fund, the Administrative Agent and the Donor:

- (a) A consolidated Joint Programme Annual narrative reports to be provided no more than three months (March 31st) after the end of the calendar year;
- (b) Final narrative reports after the end of activities contained in the joint program-related approved document, including the final year of such activities, to be submitted no more than four months (April 30th) in the following year after the operational closure of the programme.

Annual and final reports will exhibit results based on evidence. Annual and final narrative reports will compare actual results against estimated results in terms of outputs and outcomes and they will explain the reasons of higher or lower performance. Annual reports will also include challenges, mitigation measures identified and next steps for implementation; adjustments to project strategy; case studies on noteworthy or innovative interventions; indicative annual work plans at regional and national levels; and other information from the reporting period. Annual and final reports will also inform on the contribution the project is providing to the achievement of the global and regional objectives of the

Spotlight Initiative. The final narrative report will also include the analysis of how the outputs and outcomes have contributed to the Fund's impact in the ASEAN Region.

Output indicators for performance are specific to the Joint programme and reflect the changes the activities funded by the Donor through the Fund have achieved. The Recipient UN Organizations are responsible for the achievements and results at output level. They are responsible for collecting and reporting this data.

Building partner capacities on M&E will be mainstreamed into the data collection, analysis and reporting processes. Implementing partners will be primarily responsible for documenting the outputs and outcomes they have produced – enhancing the validity of the data and the sustainability of the M&E approach. Tailored coaching will be delivered to partners at the initiation of implementation agreements and as a part of regular reporting processes to provide on-going technical support, responding to their specific capacities and needs. To ensure quality and consistency, monitoring data submitted in progress reports will be reviewed and verified by ILO and UN Women staff before inclusion within project results, including through on-site monitoring visits.

Outcome indicators are defined in the Joint Programme Results Framework (See Annex I). The Joint programme is required to collect data associated with the indicators of the outcome(s) they are intended to contribute to, which will be tracked through the Joint Programme Monitoring Information System (MIS) described above and then centralized by the Secretariat into the overall Fund results based management system. Reports will be used by the Governing Body and Operational Steering Committee of the Fund to review the overall progress against expected results and assess the achievement of the performance targets.

Financial Report:

The Recipient UN Organizations will present the following financial statements and reports for the Joint Programme to the Administrative Agent using its UNEX platform:

- (a) Annual financial statements and reports to December 31st, regarding resources released by the Fund to them; these shall be provided no more than four months (April 30th) after the ending of the calendar year;
- (b) Final certified financial statements and financial reports after the completion of activities contained in the program-related approved document, including the final year of such activities, to be submitted no more than six months (June 30th) in the following year after the operational and financial closure of the Fund.

Based on these reports, the Fund Secretariat and Administrative Agent will prepare annual consolidated global Fund narrative and financial reports which will be submitted by 31 May to the European Commission and to the Governing Body and the Operational Steering Committee. The Fund Final consolidated report will be provided no later than six months (30 June) after the end of the calendar year in which the operational closure of the Fund occurs,

The Commission may undertake project monitoring visits both through its own staff and through independent consultants recruited directly by the Fund Secretariat or the Commission for independent monitoring reviews (or recruited by the responsible agent contracted by the Commission for implementing such reviews).

Project evaluations

The ILO's *Policy guidelines for results-based evaluation*⁴⁷ and the *Evaluation policy of the United Nations Entity for Gender Equality and the Empowerment of Women*⁴⁸ will provide the framework for

⁴⁷ http://www.ilo.org/eval/Evaluationpolicy/WCMS_168289/lang--en/index.htm

⁴⁸ <http://undocs.org/en/UNW/2012/12>

carrying out the project's independent mid-term and final evaluations. These guidelines adhere to the evaluation norms and standards of the United Nations system and the OECD/DAC Evaluation Quality Standards.

The Fund Technical Unit may also be requested by the ILO and UN Women to provide technical support to ensure alignment with the overall Fund M&E Guidelines.

The evaluations will systematically assess the performance of the project against a set of key criteria and derived questions, document lessons learned and good practices and make recommendations for improved results or the development of future interventions. To ensure that the evaluation addresses the information needs of all parties, the evaluation manager will work closely with the European Commission in reviewing and endorsing the terms of reference, qualifications of the independent consultants, evaluation questions and schedule of meetings.

The evaluation reports will be submitted to the relevant ILO and UN Women departments, the Fund Governing Body and the European Commission, as well as shared with project partners. A management response to the recommendations will be developed and approved by the Operational Steering Committee of the Fund in consultation with the Commission, ILO and UN Women, clearly stating the follow-up actions to be taken. Good practices and lessons learned that are documented during the evaluation will be shared broadly, leveraging the ILO's global on-line database.

The Commission may at any time undertake or engage an expert to carry out a review or evaluation of the project.

1.7. Visibility

The Communications and Visibility Strategy outlines the activities that will be undertaken by the ILO and UN Women to ensure the visibility of the project, and raise awareness about how the project strengthens fair and safe labour migration for women. Communication and visibility has two main objectives: to influence attitudes and instigate change, and to increase visibility of the project work and its donor. A detailed communications and visibility plan can be found at Annex III. A full-time communications officer will be hired under the project to oversee the roll-out of the communications and visibility plan. The Communication and Visibility Manual for European Union External Action shall be used to establish the Communication and Visibility Plan of the project and the appropriate contractual obligations. The visibility strategy will be coherent with the Global Visibility Strategy of the EU-UN Spotlight Initiative.

1.8. Institutional framework and management arrangements

This action will be implemented in indirect management with the United Nations Development Programme (UNDP) in accordance with Article 58(1)(c) of Regulation (EU, Euratom) No 966/2012 as trustee of the Multi Partner Trust Fund (MPTF) to implement the EU-UN Spotlight Initiative. The UN MPTF Office as trustee of the MPTF while ILO and UN Women will be the Recipient UN Organizations in accordance to the Fund MOU or Co-delegates in accordance with the PAGODA Co-delegation agreement. ILO will be the lead agency of this specific action, ensuring full cooperation with co-implementing entities and with the EU Delegations in Thailand and in Indonesia.

Governance framework

A rigorous governance framework will provide strategic and technical governance to the project at regional and national levels. The European Commission, EU Delegations and relevant ASEAN bodies will be involved at appropriate level.

Project Steering Committee

At the inception of the project, a PSC will be set up. The primary purposes of the PSC will be to ensure coordination between ILO, UN Women and UNODC in implementation, to ensure information flow

with the EU Delegations in the region facilitated through the EU Delegation in Thailand, as well as to provide an opportunity to identify and exchange good practices. The EU Delegation in Thailand will participate in the PSC. The PSC will provide strategic leadership, general policy and overall guidance and oversight on the project; it will also assess and, if necessary, adapt the activities of the project. The PSC will be comprised of the ILO, UN Women and UNODC and the EU Delegation in Thailand on behalf of the European Commission and the relevant EU Delegations. The European Commission HQ representatives and representatives of the Fund Secretariat will be invited to PSC meetings and copied on minutes. The PSC can agree to invite to its meetings representatives of those stakeholder and partners who are implementing the project.

The PSC will indicatively meet every three months, with two meetings taking place during the inception phase, including with the view to select the countries of focus and the weighting of project implementation in each country. Extraordinary meetings can be convened by each member with a due justification. The PSC will provide guidance on the implementation of the programme and provide a forum of regular consultation, in consultation and coordination with the EU Delegations and with the ILO and UN Women country offices. It will also measure progress in project implementation, with a view to taking remedies, adjusting activities and reviewing beneficiary countries, where necessary.

Regional Project Advisory Committee

The RPAC will be convened at the regional level on an annual basis and comprise key tripartite plus stakeholders at the regional level including ASEAN bodies, and representatives of relevant EU Delegations and European Commission HQ. The RPAC will be asked to provide guidance on the implementation of the project, and to endorse a proposed annual work plan. The RPAC may also be invited to review project research, publications and other key outputs. A regular civil society engagement platform will further guide the project, and interact with the RPAC by synthesising civil society voices and responses and feed into the broader understanding of labour migration issues.

National Project Advisory Committees

In each country, a tripartite plus Project Advisory Committee (PAC) will be convened annually in close coordination with the EU Delegation on the ground to provide guidance on the implementation of the project, and to endorse a proposed annual work plan. The PAC may also be invited to review project research, publications and other key outputs. The chair of the PAC will be dependent on the country of focus. In countries where Objective 1 and 2 are being implemented, the PAC will be co-chaired by a senior official of the labour ministry and ministry of women's affair (or equivalent), and constituted by the EU Delegation in country, a multidisciplinary grouping of tripartite plus constituents and key implementing partners. A regular civil society engagement platform will further guide the project, and interact with the PAC by synthesising civil society voices, and women's voices and responses.

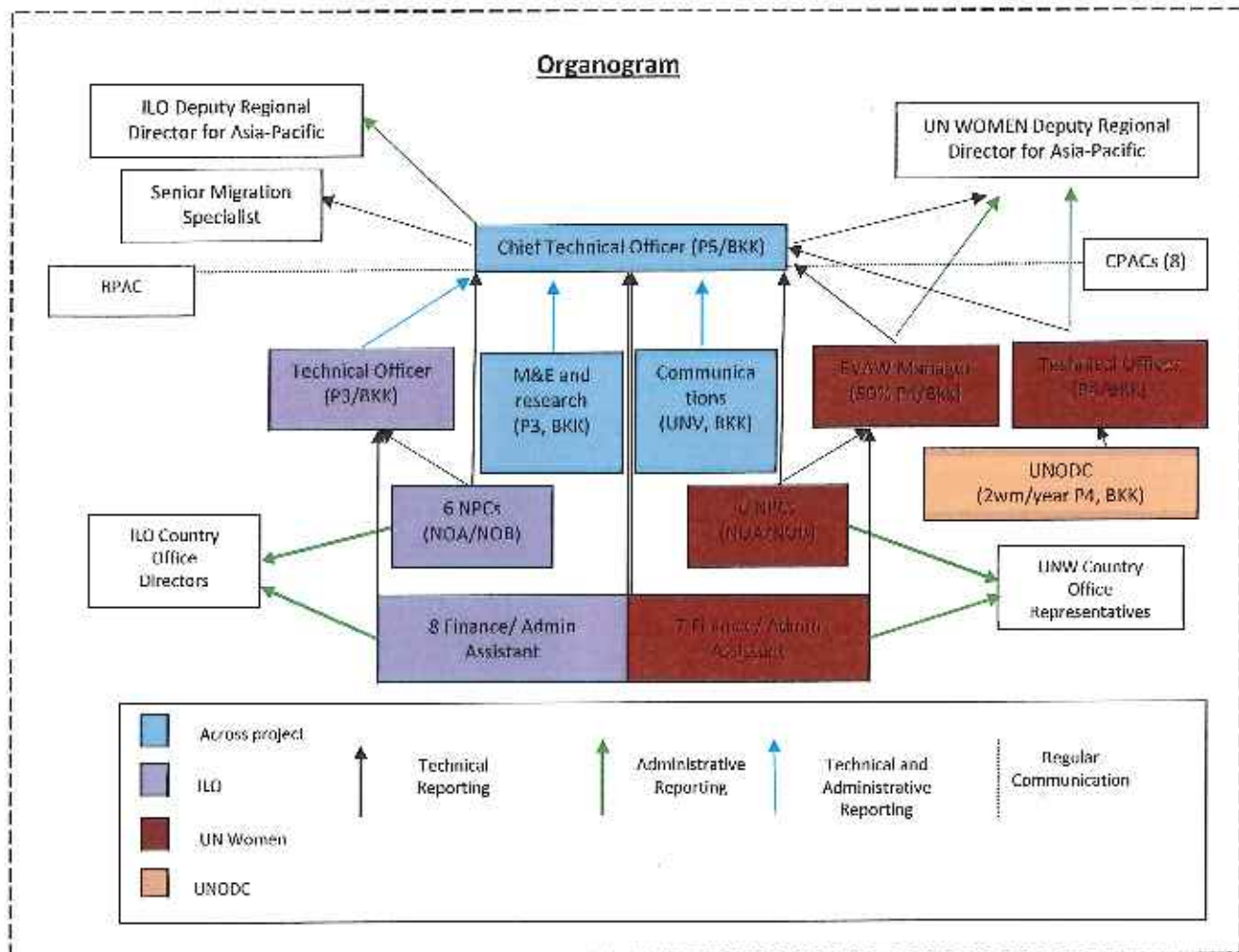
Staffing and specialists

The Project Management Team will be composed of ILO and UN Women Staff (international and national team members) located in regional and country offices (see the organogram below). The regional project office will be located in the ILO Regional Office for Asia and the Pacific (ILO-ROAP) in Bangkok. Throughout implementation, the project management team will work in close collaboration with EU delegations in all of the project countries, particularly in Thailand and Indonesia, on activities involving ASEAN Secretariat and relevant bodies.

The project will be led by a Chief Technical Adviser (P5) responsible for the overall management of the project, based in the ILO-ROAP. The CTA will be assisted by three Technical Officers – two with UN Women-ROAP (P4), focussing on Objective 2 and Objective 3, and another one in ILO-ROAP (P3) working on Objective 1 and Objective 3. In addition, there will be one technical officer working on M&E (P3) and one Communications Officer (recruited through the United Nations Volunteers (UNV) programme) based with the ILO-ROAP but covering M&E and communications for the entire project.

UN Women will oversee the results related to violence against women migrant workers (responsible for Objective 2), as well as the components on VAW under Objective 3. The programme's work in these areas will be overseen by UN Women-ROAP, by the Regional Ending Violence against Women

Programme Manager. A Programme Specialist based in Bangkok will also provide technical support to the country-based officers in each of the six countries where ending VAW is a priority, and administrative oversight for the programme.



In each identified country, the project will benefit from National Project Coordinators (NPC) to oversee the implementation of the project. These NPCs will be key in securing results under this project, due to the critical role they play in relationship building and capacity development with stakeholders – particularly in sensitive situations. In Indonesia, Myanmar, Philippines and Thailand, Objective 1 (ILO led) and Objective 2 (UN Women led) will benefit from dedicated NPCs. In Malaysia and Lao PDR, as well as Cambodia and Vietnam, one NPC will work on all three Objectives, hired by ILO and UN Women respectively. Administrative assistants will be appointed at the regional and country level to carry out financial and contract administration and support the organizing of events (work-shops, trainings and meetings).

With a focused role on capacity building and policy implementation related to criminal justice actors, UNODC will provide part time support from a regional Programme Manager on Migrant Smuggling (P4 2 work months/year), and technical inputs from consultants following the work plan.

The project will be administratively supervised by the ILO-ROAP, based in Bangkok, in close partnership with UN Women-ROAP, and technically backstopped by the International Labour Migration Branch (MIGRANT) based in Geneva and UN Women teams in Bangkok and New York.

The ILO Senior Regional Labour Migration Specialist, and UN Women's Regional Ending Violence against Women Programme Manager will regularly provide technical backstopping to the project.

The project will benefit from cross-office collaboration in order leverage the broad range of ILO and UN Women expertise relevant to labour migration and VAW. Support will be provided by specialists in ILO-ROAP and at the ILO Decent Work Technical Team for Southeast Asia and the Pacific (DWT-Bangkok), covering topics including skills, labour inspection, international labour standards and labour law, gender, enterprise, employment, social protection, workers' and employers' activities, child labour, wages and statistics and M&E. Further technical support will be provided as needed by UN Women specialists including from the Migration and Ending Violence against Women specialists in Bangkok and New York. In addition, international and national consultants and institutions will be contracted to provide specific expertise and contribute to key outputs.

1.9. Duration and indicative action plan for implementing the action

The implementation period of the action will be 60 months.

Activity	Year 1												Implementing body
	1	2	3	4	5	6	7	8	9	10	11	12	
Inception													
Establishment of the PSC and first PSC meeting	X		X			X			X			X	ILO and UNW
Establishment of the RPAC and first RPAC meeting		X		X						X			ILO and UNW
Consultative dialogues to identify the priority areas for legislative and policy focus under Objective 1 and Objective 2.			X	X									ILO and UNW
Consultative dialogues with stakeholders in countries of focus in relation to the introduction or strengthening of Migrant Worker Resource Centres under Objective 1.				X									ILO and UNW
Consultative dialogues and mapping exercises in countries of focus, in relation to increasing access to services for migrants in countries of destination				X	X								ILO and UNW
Scoping studies in each country of focus on EAW to inform gaps in evidence, legislation, policy and practice related to violence against migrant women.			X	X	X	X							ILO and UNW
Mapping of existing migrant women's networks		X	X	X									ILO and UNW

Activity 1.1.1 Knowledge products and technical briefs										X	X	X	ILO, Experts, Consultants	
Activity 1.1.2 Tripartite plus consultations											X	X	ILO, Ministries	
Activity 1.1.3 Technical support											X	X	ILO - country offices and ILO specialists with oversight from CTO.	
Activity 1.1.4 Develop skills recognition framework													ILO, Ministries, Social Partners	
Result 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.														
Activity 1.2.1 Provide training and tools											X	X	X	ILO, Ministries, Social Partners
Activity 1.2.2 Develop and deliver tools to build capacity											X	X	X	ILO, Employer Organizations, Private Sector Partners
Activity 1.2.3 Workshops on systems and protocols														ILO, Ministries
Activity 1.2.4 Institutional capacity development								X	X	X	X	X	X	ILO, Social and Civil Society Partners
Result 1.3: Capacity of trade unions and migrant workers associations to reach out to women migrant workers, and organize and network at the regional, national and local level to address safe migration and gender-based discrimination is strengthened.														
Activity 1.3.1 Technical and organizational support								X	X	X	X	X	X	ILO - country offices and ILO specialists with oversight from CTO, Trade Unions and Civil Society Partners
Activity 1.3.2 Coordination									X		X		X	ILO, Regional Trade Unions and Civil Society Partners
Result 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.														
Activity 1.4.1 Support services to WMWs								X	X	X	X	X	X	ILO, MRCs, Ministries and Civil Society Partners
Activity 1.4.2 Cross-border cooperation														ILO, MRCs, Ministries and Civil Society Partners
Activity 1.4.3 MRC capacity development											X	X	X	ILO, Experts, Civil Society Partners
Activity 1.4.4 ICT									X	X	X	X	X	ILO, Experts, ICT Specialists

Activity 1.4.5 Training and skills development										X	X	X	ILO, Employers, Training Institutions	
Specific Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services														
Result 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.														
Activity 2.1.1 Scoping studies and technical briefs											X	X	X	UNW, Experts, Consultants
Activity 2.1.2 National and regional consultations												X	X	UNW, Ministries
Activity 2.1.3 Technical support												X	X	UNW - country offices and UNW specialists with oversight from ROAP.
Activity 2.1.4 Regional meetings														UNW, Ministries, Social Partners
Result 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.														
Activity 2.2.1 Build institutional capacity											X	X	X	UNW, Ministries
Activity 2.2.2 Support development of instruments and tools													X	ILO, Ministries, Service Delivery Partners
Activity 2.2.3 Capacity development on coordination												X	X	ILO, Ministries, Service Delivery Partners
Result 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.														
Activity 2.3.1 Capacity building							X	X	X	X	X	X	X	UNW, Ministries and Civil Society Partners
Activity 2.3.2 Community-based interventions										X	X	X		UNW and Civil Society Partners
Activity 2.3.3 Strengthen peer-to-peer networks										X	X	X		UNW and Civil Society Partners
Activity 2.3.4 ICT							X	X	X	X	X	X		UNW, Experts, ICT Specialists
Result 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.														
Activity 2.4.1 Skills building on engagement														UNW, UNODC, Ministries and Service Delivery Partners

Activity 2.4.2 Skills building on responses and referral																			UNW, UNODC, Ministries and Service Delivery Partners						
Activity 2.4.3 Develop tools								X	X	X	X	X	X						UNW, UNODC, Experts and Consultants						
Specific Objective 3: Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved																									
Result 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.																									
Activity 3.1.1 Research on WMWs and working conditions																			X	ILO, Experts, Consultants (with overall guidance from CTO)					
Activity 3.1.2 Research on perceptions and attitudes to WMWs																				X	ILO, Experts, Consultants (with overall guidance from CIO)				
Activity 3.1.3 Research on WMWs experiences of violence																				X	UNW, Experts, Consultants (with overall guidance from ROAP)				
Activity 3.1.4 Exchange good practices for changing attitudes																			X	X	X	ILO, UN Women, Experts, Consultants			
Activity 3.1.5 International and regional meetings																				X	X	X	ILO and UNW		
Result 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.																									
Activity 3.2.1 Capacity development on statistics																				X	X	ILO and Experts			
Activity 3.2.2 Capacity development on VAW data																				X	X	UNW and Experts			
Activity 3.2.3 Training on analysing data																			X	X	X	X	X	X	ILO, UNW and Experts
Result 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 VAWG, trafficking, and gender-based discrimination of women migrant workers.																									
Activity 3.3.1 Public awareness campaign on perceptions																			X	X	X	X	X	X	ILO and Media
Activity 3.3.2 Public awareness campaign on VAW																					X	X	X	UNW and Media	
Activity 3.3.3 Campaign on good practices to change attitudes																						X	X	ILO, Social Partners and Youth Groups	
Communication and visibility strategy																									

Creation of ILO and UN Women web pages for the Project which is regularly updated	X	X	X																Project Comms Officer, ILO Comms Team and UNW Comms team
Design and disseminate materials on project and social media tools in accordance with communication and visibility strategy										X	X	X							Project Comms Officer, ILO Comms Team and UNW Comms team
Regularly update online and printed material for communication and visibility purposes																		X	Project Comms Officer, ILO Comms Team and UNW Comms team
Performance monitoring and reporting																			
Elaboration of TOC	X	X																	Project M&E Officer
Development of detailed M&E Plan			X	X															Project M&E Officer
Develop M&E manual for project staff and implementing partners					X	X													Project M&E Officer
Set up of Management Information System					X	X													Project M&E Officer
					X	X	X	X	X	X									Project M&E Officer

Activity	Year 2, 3, 4 & 5								Implementing body
	1 st Half year 2	2 nd Half year 2	1 st Half year 3	2 nd Half year 3	1 st Half year 4	2 nd Half year 4	1 st Half year 5	2 nd Half year 5	
Specific Objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks									
Result 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 adopted in-line with international standards and guidelines.									
Activity 1.1.1 Knowledge products and technical briefs	X		X		X		X		ILO, Experts, Consultants
Activity 1.1.2 Tripartite plus consultations		X		X		X		X	ILO, Ministries
Activity 1.1.3 Technical Comments	X		X		X		X		ILO -country offices and ILO specialists with oversight from CTO
Activity 1.1.4 Develop skills recognition framework		X		X		X		X	ILO, Ministries, Social Partners
Result 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to advocate for and implement gender-responsive policies and services for women migrant workers is increased.									
Activity 1.2.1 Provide training and tools	X	X		X	X	X	X		ILO, Ministries, Social Partners
Activity 1.2.2 Develop and deliver tools to build capacity	X		X		X		X		ILO, Employer Organisations, Private Sector Partners
Activity 1.2.3 Workshops on systems and protocols		X		X	X	X	X	X	ILO, Ministries
Activity 1.2.4 Institutional capacity development		X		X		X			ILO, Social and Civil Society Partners
Result 1.3: Capacity of trade unions and migrant workers associations to reach out to women migrant workers, and organize and network at the regional, national and local level to address safe migration and gender-based discrimination is strengthened.									

Activity 1.3.1 Technical and organizational support	X	X	X	X	X	X	X	X	ILO - country offices and ILO specialists with oversight from CTO, Trade Unions and Civil Society Partners
Activity 1.3.2 Coordination	X	X	X	X	X	X	X	X	ILO, Regional Trade Unions and Civil Society Partners
Result 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.									
Activity 1.4.1 Support services to WMWs	X	X	X	X	X	X	X	X	ILO, MRCs, Ministries and Civil Society Partners
Activity 1.4.2 Cross-border cooperation	X	X	X	X	X	X			ILO, MRCs, Ministries and Civil Society Partners
Activity 1.4.3 MRC capacity development	X		X		X		X		ILO, Experts, Civil Society Partners
Activity 1.4.4 ICT		X	X	X		X		X	ILO, Experts, ICT Specialists
Activity 1.4.5 Training and skills development	X		X		X		X		ILO, Employers, Training Institutions
Specific Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services									
Result 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.									
Activity 2.1.1 Scoping studies and technical briefs	X		X		X		X		UNW, Experts, Consultants
Activity 2.1.2 National and regional consultations		X	X	X		X		X	UNW, Ministries

Activity 2.1.3 Technical comments	X		X		X		X		UNW country offices and IINW specialists with oversight from ROAP.
Activity 2.1.4 Regional meetings		X		X		X		X	UNW, Ministries, Social Partners
Result 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.									
Activity 2.2.1 Build institutional capacity	X	X	X	X	X	X	X		UNW, Ministries
Activity 2.2.2 Support development of instruments and tools		X	X	X	X		X		ILO, Ministries, Service Delivery Partners
Activity 2.2.3 Capacity development on coordination		X	X	X	X	X	X	X	ILO, Ministries, Service Delivery Partners
Result 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.									
Activity 2.3.1 Capacity building	X	X	X	X	X	X	X	X	UNW, Ministries and Civil Society Partners
Activity 2.3.2 Community-based interventions	X	X	X	X	X		X		UNW and Civil Society Partners
Activity 2.3.3 Strengthen peer-to-peer networks	X	X	X	X	X	X	X	X	UNW and Civil Society Partners
Activity 2.3.4 ICT	X	X	X	X	X	X	X	X	UNW, Experts, ICT Specialists
Result 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.									
Activity 2.4.1 Skills building on engagement			X	X	X	X	X	X	UNW, UNODC, Ministries and Service Delivery Partners

Activity 2.4.2 Skills building on responses and referral		X	X	X	X	X	X		UNW, UNODC, Ministries and Service Delivery Partners
Activity 2.4.3 Develop tools	X	X	X						UNW, UNODC, Experts and Consultants
Specific Objective 3 Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved									
Result 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.									
Activity 3.1.1 Research on WMWs and working conditions	X	X	X	X	X	X	X		ILO, Experts, Consultants (with overall guidance from CTO)
Activity 3.1.2 Research on perceptions and attitudes to WMWs	X	X	X	X	X	X	X		ILO, Experts, Consultants (with overall guidance from CTO)
Activity 3.1.3 Research on WMWs experiences of violence		X	X	X	X	X	X	X	UNW, Experts, Consultants (with overall guidance from ROAP)
Activity 3.1.4 Exchange good practices for changing attitudes	X	X	X	X	X	X	X		ILO, UN Women, Experts, Consultants
Activity 3.1.5 International and regional meetings		X				X			ILO and UNW
Result 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.									
Activity 3.2.1 Capacity development on statistics	X	X	X	X	X	X	X	X	ILO and Experts
Activity 3.2.2 Capacity development on VAW data	X	X	X	X	X	X	X	X	UNW and Experts
Activity 3.2.3 Training on analysing data	X		X		X		X		ILO, UNW and Experts

Result 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 VAWG, trafficking, and gender-based discrimination of women migrant workers.										
Activity 3.3.1 Public awareness campaign on perceptions	X	X	X	X	X	X	X	X	X	ILO and Media
Activity 3.3.2 Public awareness campaign on VAW	X	X	X	X	X	X	X	X	X	UNW and Media
Activity 3.3.3 Campaigns on good practices to change attitudes	X		X		X		X			ILO, Social Partners and Youth Groups
Communication and visibility strategy										
Create and disseminate communication products	X	X	X	X	X	X	X	X	X	Project Comms Officer, ILO Comms Team and UNW Comms team
ILO/UN Women website for the Project is regularly updated	X		X		X		X			Project Comms Officer, ILO Comms Team and UNW Comms team
Design and disseminate materials on project and social media tools in accordance with communication and visibility strategy	X	X	X	X	X	X	X	X	X	Project Comms Officer, ILO Comms Team and UNW Comms team
Regularly update online and printed material for communication and visibility purposes		X		X		X			X	Project Comms Officer, ILO Comms Team and UNW Comms team
Performance monitoring and reporting										
Meeting of the Steering Committee on the overall strategic guidance and the follow-up of the activities	X	X	X	X	X	X	X	X	X	Project M&E Officer
Regular progress report on the implementation of the action		X		X		X			X	Project M&E Officer

Elaboration of a mid-term evaluation to improve the effectiveness of the project			X	X					Project M&E Officer
Implementation of an internal evaluation procedure and drafting of evaluation reports	X		X		X		X		Project M&E Officer
Elaboration of a final narrative and financial report for accountability and learning purposes	X								Project M&E Officer
Analysis of the evaluations		X		X		X		X	Project M&E Officer

1.10. Sustainability of the action

Institutional sustainability

The project both integrates and invests in the development of institutional capacity from the micro/individual level to the macro/regional level. By focusing on the capacity and institutional development of regional stakeholders, the ILO and UN Women work towards an ultimate transfer of project activities to governments, social partners, regional institutions, and the women migrant workers, their networks, communities and families. Indeed, the sustainability of the Project relies on the ownership and participation of key stakeholders, including unions, civil society, community-based and grassroots organizations, communities and the potential and actual women migrant workers themselves.

Sustainability of the project will be fostered through strategic capacity building of the governments and social partners as well as the community-based organizations and women themselves that will change the way that women's labour migration is perceived and governed. Capacity development will be more expansive than training. In adopting the implementation principle of cultivating active partnership, partners are actively engaged in the design, production and delivery of project tools, training and outputs. Extensive consultation with government and social partners at all stages for technical comments to draft policy and legislation, capacity building tools and research studies will result in a level of ownership and accountability to the results that increase their sustainability. Ownership and participation mechanisms anticipated are technical working group meetings (on specific initiatives) and PAC meetings. Where possible, the project will also integrate with, and build upon, local and existing management structures rather than establishing new or parallel structures to ensure their relevance and resilience. Recognition opportunities (through providing rewarding training opportunities or publicly recognizing government officials on legislative changes, for example) will help to maintain ownership.

By working with existing MRCs and service providers, the project will be investing in the sustainability of service infrastructure, providing further opportunity for these services to develop strong responses to women migrant workers and embed themselves in the fabric of service provision at the national level.

The work to provide organizational support to strengthen and establish the organization of women, through labour unions and associations, or through grassroots and informal networks of women migrant workers seeks to be inherently sustainable. By seeking to connect and engage a critical mass of women migrant workers, the project will invest in physical and online tools and platforms to promote continued and ever-growing communication, information sharing and networking between women migrant workers. Based in freely available ICT and recognizing the speed at which technology and access to the internet is increasing, the project will innovate to provide new ways for women to use technology to connect, network and engage with the intention that these methods and tools continue to grow and have a life of their own long after the project has finished.

Policy level sustainability

The project is designed to reflect and influence regional priorities and to identify and respond to national priorities to ensure accountability and ownership from governments at the highest levels. In this way, the project draws on the priorities identified in the ASEAN frameworks (2016-2020) related to labour migration, trafficking and VAW, but also seeks to provide good practice and evidence-based policy recommendations that will inform the new strategic period (2021-2025), therefore influencing policy development in the region in a longer-term way. At the national level, practical tools and mechanisms will be established to strengthen evidence-based policy making, including monitoring and evaluation tools that will encourage understanding of positive policy impacts. In addition, the ILO and UN Women will be supporting the development of legal and policy frameworks by drawing on the international labour standards and the normative framework, in particular CEDAW (and GR26). Within their mandates, both ILO and UN Women will continue work after the project has concluded to support each of the project countries to realise and uphold these international standards. This sustainable presence and solid foundation of internationally-agreed minimum standards is a comparative advantage of the ILO and UN Women in this area.

A focus on changing public perceptions and addressing negative attitudes and behaviours towards women migrant workers will provide a catalyst for a positive behavioural spiral that will influence a shift in the pervasive approach to women migrant workers at all levels, creating a greater emphasis on the protection of women migrant workers and the demand for policy that ensures fair and safe labour migration for women. This demand will further ensure the sustainability of policy.

An increased capacity to produce reliable data, alongside increased knowledge base and a body of lessons learned and good practices will provide invaluable evidence for developing policy on fair and safe labour migration for women in the region.

Financial

The project builds on current and long-term institutional strategies and priorities at the regional and national level and within ILO and UN Women. The project will advocate for and support governments to allocate appropriate levels of budget to implementation of policies developed with the support of the project. The ILO and UN Women have already been active in mobilizing financial resources to support ASEAN Member States in this area. At the same time, the project will focus on working within existing institutional settings to enhance their technical capacities, support their networks and foster more efficient cooperation in order to ensure synergies at the national, intraregional and international levels and enhance sustainability. MRC and service provision sustainability will be addressed through a multi-faceted approach – supporting institutionalisation of service delivery and also exploring the potential models of government and non-government partnership on enduring support service provision, through government grants, or migrant worker-funded schemes.

General

The project will benefit from a periodically reviewed sustainability plan (to be developed during the inception phase). By integrating an emphasis on monitoring and evaluation capacity, stakeholders will be able to identify the direct benefits of interventions and the incentives for their continuation. A phase-out strategy will be considered for every major intervention, while recognizing that sustainability may not be plausible for every activity but that a legacy of best practice can remain.

1.11. Risk analysis and contingency plan

The ILO and UN Women have sought to minimize risks in project design by ensuring that the objectives and proposed activities are fully consistent with the current strategic priorities of both agencies, and fully supported by its constituents. The issue of fair and safe labour migration for women and the contribution of women migrant workers to development is gaining increasing attention within international debates about human rights, migration and sustainable and equitable development. Governments, businesses and CSOs are becoming more sensitized to those complex issues, and willing to consider options for addressing women's labour migration as different to men's. Notwithstanding the enabling global political environment on questions of recruitment, the ILO and UN Women have anticipated risks to the project. The ILO and UN Women will seek to mitigate these risks with coherent actions, as in the risk matrix below:

Risks	Risk level (H/M/L)	Mitigating measures
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.	II	The project will encourage evidence-based policy development and advocate for equal opportunities for women to be negotiated within bilateral and regional agreements. Training will be provided to partners to shift their perspective on

<p>ASEAN governments do not sufficiently recognize certain sectors employing large number of women migrant workers, in particular domestic work and do not extend legal labour protections to these workers, resulting in a significant number of women left subject to violence, corruption, unsafe working environments, employer impunity, and lack of access to social protection, redress, and labour organizations.</p>	<p>II</p>	<p>migration of women from protectionism to protection of rights. Work will prioritize reforming and enforcing labour laws and protections urgently needed to cover women migrant workers in general and domestic workers in particular, who currently experience rights violations without full legal protection or recourse to redress. Ratification of and enforcement of C189 will be an advocacy priority.</p>
<p>Negative attitudes towards migrant workers continue to prevail. Perception of migrant workers as a potential threat contributes to the formulation of labour migration policies that restrict their rights in the name of national security rather than providing for sound administration of the labour market.</p>	<p>II</p>	<p>Staff communication efforts will target high impact media and seek to build long-term relationships with sympathetic journalists. Both national and regional staff will maintain a database and mailing list of influential journalists and key media contacts. Media training for staff and journalists will be provided. Evidence-based campaigns to promote positive attitudes towards migrant workers and counter misleading rhetoric will be implemented.</p>
<p>Decrease of commitment, low prioritization of addressing issues linked to women migrant workers by the national authorities, given the number of competing priorities in the target countries.</p>	<p>M</p>	<p>The project will build effective communication channels and maintain networks between stakeholders for promoting continued attention to women migrant workers. This action will build evidence and data, and engage AMS in analysis of this data, to better inform programmes, policies and approaches related to migrant women workers and ending VAW.</p>
<p>Engagement of government, employers, women migrant workers, and recruitment agencies in project activities is weak.</p>	<p>L</p>	<p>Stakeholders will participate in all aspects of the project to guarantee robust support: design, inception, implementation and monitoring and evaluation. Advocacy and campaigns involving trade unions, civil society groups, the media and women and men migrants will give voice to the need for fairness and equity in labour migration and build a critical support for broader change.</p>
<p>Support services are not of sufficient quality, reach or sustainability. There may be lack of commitment to working in target communities, limitations in capacity and resources, competing institutional priorities, inadequate understanding and acceptance of gender equality principles, migrant distrust of government services and lack of IEC materials in ethnic languages.</p>	<p>L</p>	<p>Training and on-site coaching will be provided to improve the quality and gender-responsiveness of service delivery and reporting. Service providers will be supported in working with gender specialized partners and local leaders to extend their reach and build trust in migrant communities. Information, education and communication materials will be translated into appropriate languages for ethnic minority groups.</p>

Assumptions

The project is based on the assumptions that the national and regional authorities in the target countries and region are committed to bettering conditions of women migrant workers and are willing to facilitate the implementation of the activities, and are receptive to adopting the recommendations advanced, and willing to engage in dialogue/negotiation with other stakeholders (trade unions, civil society, community-based and grassroots organizations).

Other assumptions are that other stakeholders are willing to engage in dialogues, networking, organizing, capacity building, attitudinal and behavioural change, and advocacy, and that there will be effective collaboration among a diverse set of stakeholders.

2. LOGICAL FRAMEWORK

The logical framework (Appendix I) is attached to the Description of the Action.

	Intervention Logic	Objectively verifiable indicators of achievement	Baselines	Targets (incl. reference year)	Sources and means of verification	Factors/conditions necessary to achieve the objective
Overall Objective	OVERALL OBJECTIVE: Labour migration is safe and fair for all women in the ASEAN region	% of women migrants who experience forced labour or other labour rights violations during recruitment and employment % of women migrants earning below the legal minimum wage % of women migrants who experience violent incidents at home, at work, or during migration	To be collected during inception.	To be determined after baselines are established during inception.	Mixed methodology baseline and end-line research on migration experiences of women in ASEAN.	Robust and engaged civil society; Effective collaboration between diverse stakeholders; Broad recognition of the value of women's work; Sustained national and regional political will; International attention to working conditions in sectors employing women migrants; Restrictive and patriarchal gender norms are challenged; Economic, political and social stability in ASEAN; Stakeholders allocate sufficient staff and financial resources.
Specific objective(s)/ Outcome(s)	SPECIFIC OBJECTIVE 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks	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. Number of complaints successfully resolved for women migrant workers and money awarded	To be collected during inception. To be collected during inception.	To be determined after baselines are established during inception. To be determined after baselines are established during inception.	Qualitative baseline and end-line desk review of national policies and practices, ensuring adherence to administrative frameworks; Legal assistance outcomes documented by partners	Stimulated national and regional political will; Stakeholders allocate sufficient staff and financial resources.

	Intervention 4.1gfo	Objectively verifiable indicators of achievement	Baselines	Targets (ind. reference year)	Sources and means of verification	Factors/conditions necessary to achieve the objective
	SPECIFIC OBJECTIVE 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services.	extent to which national laws, policies, plans and strategies are in-line with the normative frameworks on prevention and response to violence against women. Quality of service outcomes for WMWs experiencing VAW.	To be collected during inception.	To be determined after baselines are established during inception.	Qualitative baseline and end-line desk review of national policies and practices, measuring adherence to normative frameworks. Qualitative in-depth studies of service beneficiaries.	Sustained national and regional political will. Acceptance of the link between feminized labour migration, violence and trafficking.
	SPECIFIC OBJECTIVE 3: Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved	Index rating of public knowledge, attitudes and behaviours (KAP) towards WMWs in countries of destination. # of governmental and civil society organizations implementing activities to protect the rights of WMWs in the ASEAN region.	Year 1: THA=24; MYS=19; SGP=39. To be collected during inception.	Year 5: THA=34; MYS=29; SGP= 49. To be determined after baselines are established during inception.	Quantitative calculation of KAP scores through public attitudes surveys. Qualitative mapping of relevant organizations and activities.	Bias towards migrant workers within the political discourse and popular media are reduced. Broad recognition of the value of women's work.
Output(s): Result(s)	OUTPUT 1.1. Gender equitable and rights-based policies and legislation that strengthen and ease fair labour migration for women, and proactive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.	# of policy and legislative instruments provided with technical support ⁴⁹ from the ILO or recommendations from tripartite stakeholders and women migrants.	To be collected during inception	Year 5: 20 policy instruments	Qualitative collection based on technical comments made and knowledge products developed	Sustained national and regional political will. International attention to working conditions in sectors employing women migrants.

⁴⁹ ILO technical support for policy and legislative development includes technical comments, organizing consultations, advocacy and recommendations provided within research or policy briefs.

Intervention Logic	Objectively Verifiable Indicators of Results	Milestones	Targets (Unit, reference year)	Methods and means of verification	Dissemination/communication to inform the objective
<p>OUTPUT 1.2. Capacity of regional, national and local governmental, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and avenues for women migrant workers is increased.</p>	<p># of government, employer, worker, human rights institutions and civil society representatives trained in implementation of gender-responsive policies and services for women migrant workers</p> <p># of TVET institutions providing tailored skills training to women migrant workers.</p>	<p>Year 1: 0 training participants</p> <p>Year 1: To be collected during inception.</p>	<p>Year 5: 16,000 training participants (50% women)</p> <p>Year 5: 8 institutions</p>	<p>Quantitative calculation based on attendance lists.</p> <p>Quantitative calculation based on technical progress reports of implementing partners</p>	<p>Stakeholders allocate sufficient staff and financial resources. Restrictive and patriarchal gender norms are challenged.</p>
<p>OUTPUT 1.3. Opportunities for women migrant workers to organise at the regional, national and local level, to enhance safe and safe migration and address labour exploitation and gender-based discrimination is increased.</p>	<p># of women migrant workers who join trade unions or are networked into migrant worker associations,</p> <p># 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.</p>	<p>Year 1: 0 women migrants</p> <p>Year 1: To be collected during inception.</p>	<p>Year 5: 5,000 women migrants</p> <p>To be determined after baselines are established during inception.</p>	<p>Quantitative calculation based on technical progress reports of implementing partners.</p>	<p>Trade unions recognize that greater engagement in organizing women migrant workers falls within their mandate. Government willingness to register migrant associations in the informal sector.</p>
<p>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.</p>	<p># of migrant women provided with support services</p> <p># of migrant women benefiting from legal aid programmes**</p> <p># of migrant women benefiting from skills development/certification**</p>	<p>Year 1: 0 women migrants and family members</p>	<p>Year 5: 50,000 women migrants and family members (CLIENTS)**</p>	<p>Qualitative calculation based on technical progress reports of implementing partners</p>	<p>Commitment by service providers to working in legal communities. Restrictive and patriarchal gender norms are challenged; Overcoming distrust of governmental services among women migrants.</p>

** Individualized support services will be classified using the "CLIENTS" system: (C) Counselling on safe migration; (L) Legal assistance; (IE) Information, education and training; (N) Networking into groups and associations; (T) Trade union membership and; (S) Skills development and certification

** Aligned with EU International Cooperation and Development Results Framework

Output/Component	Indicators and Data Sources for Measurement	Baseline	Targets (2010-2012)	Collection and Frequency of Data	Expected Impacts/Outcomes
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.	# of laws and policies adopted or amended with UN Women inputs on rights-based and survivor-centred approaches. # of countries with dedicated national strategies/action plans on eliminating VAW, which include women migrants.	To be collected during inception.	To be determined after baselines are established during inception.	Quantitative calculation based on government announcements	Discrimination and inequalities embedded in policies and practices are frankly addressed. Sustained national and regional political will.
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.	# of women migrants who access support services (health, welfare, justice, etc.) for survivors of violence and trafficking. # of referrals made for follow-up services for women migrants by front line service providers.	To be collected during inception.	To be determined after baselines are established during inception.	Quantitative calculation based on technical progress reports of implementing partners	Stakeholders allocate sufficient staff and financial resources. Restrictive and patriarchal gender norms are challenged.
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.	# of users of community-based and women-led networks supported by UN Women active in preventing VAW and trafficking. # of women migrants who are provided with information by networks.	To be collected during inception.	To be determined after baselines are established during inception.	User registers Quantitative calculation based on technical progress reports of implementing partners	Effective collaboration between diverse stakeholders. Expanded space for civil society organizations and women's rights advocates to operate.
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.	# of women migrants who receive assistance from front-line service providers # of front-line service providers trained to handle women's protection/trafficking issues in a coordinated manner # of joint task forces (health, for example, criminal justice, labour, immigration and VAW) established on women's protection/trafficking	To be collected during inception.	To be determined after baselines are established during inception.	Quantitative calculation based on technical progress reports of implementing partners	Effective collaboration between diverse stakeholders. Restrictive and patriarchal gender norms are challenged. Overcoming distrust of governmental services among women migrants.

Output	Sub-outputs and indicators of achievement	Baseline	Targets (End-repository year)	Methods and means of verification	Resources and other necessary information for the activities
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 participation of WMDVs in international events. # of media references to the content of knowledge products on women migrant workers. # of research studies and knowledge materials produced focusing on safe and fair labour migration, and violence against migrant women	Year 1: 0 blogs Year 1: 0 media references To be collected during inception	Year 5: 10 blogs. Year 5: 100 media references To be documented after baselines are established during inception.	Qualitative case studies based on the experiences of migrant domestic workers at international events. Quantitative calculation based on print, on-line, radio and television media.	Media interest in covering the situation of women migrant workers. International attention to working conditions in sectors employing women migrants. Broad recognition of the value of women's work.
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.	% of a complete sex-disaggregated dataset produced by governments on labour migration statistics # of ASEAN countries collecting data on violence against migrant women (administrative or prevalence data)	Year 1: ASEAN countries—45% To be collected during inception.	Year 5: ASEAN countries—65% To be determined after baselines are established during inception.	Qualitative estimation based on submissions for the ILMIS Database Quantitative calculation based on official data from service providers	Stakeholders allocate sufficient staff and financial resources. Acceptance of the value of an evidence-based approach.
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 YAW, trafficking, and gender-based discrimination of women migrant workers.	# of persons reached through awareness-raising campaigns to change attitudes and behaviors towards women migrants # persons reached through campaigns to address YAW, trafficking and gender based discrimination of women migrant workers.	Year 1: 0 stakeholders Year 1: 0 stakeholders	Year 5: 250,000 stakeholders Year 5: 250,000 stakeholders	Quantitative calculation based on campaign events and products.	Media interest in covering the situation of women migrant workers. Broad recognition of the value of women's work.

Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region (2018-2022)

UNDG Harmonized Budget Categories		USD					TOTAL
		Year 1	Year 2	Year 3	Year 4	Year 5	TOTAL
1. STAFF AND OTHER PERSONNEL		1,441,439.53	2,218,516.53	2,298,369.71	2,268,440.48	2,318,993.27	10,545,759.52
International staff across projects		134,134.00	211,829.00	204,347.00	1,079,484.20	1,111,292.00	4,809,076.20
Chief Technical Advisor (P57) in Bangkok		247,365.00	309,667.00	211,827.00	312,686.20	218,149.00	1,020,883.20
M&E P57 in Bangkok		110,619.00	156,950.00	194,726.00	162,489.20	256,275.20	735,089.20
Communications (U) Volunteer in Bangkok		27,200.00	54,000.00	56,700.00	59,535.20	82,200.00	259,785.20
International staff							
Technical Officer P37 in Bangkok		110,619.00	156,950.00	159,726.00	162,489.20	156,275.00	755,065.20
Senior Migration Specialist P5 (LC Contribution)		23,530.00	23,380.00	23,529.00	23,525.00	23,529.00	117,647.20
Other Specialist (P5/P6) (LC Contribution)		12,765.00	11,765.00	11,765.00	11,765.20	12,765.20	58,825.20
National officers (NG)							
National Officers - (ILO staff) (3)		206,385.00	228,937.00	241,251.00	263,672.20	285,300.00	1,095,746.20
Admin assistants Grade 5							
Admin assistant - (ILO staff) (8)		97,174.00	176,083.00	183,623.00	151,210.00	149,697.00	847,686.20
INTERNATIONAL STAFF							
UN WOMEN		837,294.53	1,201,582.93	1,257,222.71	1,183,046.48	1,226,349.27	5,953,046.52
International staff							
EWAV Manager (50M)		110,000.00	113,300.00	115,659.00	120,199.67	123,805.37	582,064.94
Technical Officer P4 in Bangkok		145,150.00	226,800.00	234,388.00	240,389.64	247,611.24	1,143,568.88
PA Programme Specialist		35,200.00	36,295.00	37,345.69	38,464.32	39,617.52	185,882.52
(UNOCC 12 months per year)							
PS Senior Women's Economic Empowerment and Migration Adviser (UNW Contribution)		29,411.76	29,411.76	29,411.76	29,411.75	29,411.75	147,058.82
Other Specialists (P5/P6) (UNW Contribution)		29,411.76	29,411.76	29,411.76	29,411.75	29,411.76	147,058.82
National Officers (NG)							
National Officers - UN Women staff (6)		151,200.00	217,562.00	224,486.00	239,859.60	251,652.30	1,098,610.80
Admin assistants Grade 5							
Admin assistants - UN Women staff (7)		127,918.20	149,143.00	172,520.50	178,138.83	196,191.22	825,072.32
INTERNATIONAL CONSULTANTS							
International consul. staff		126,500.00	266,000.00	283,000.00	213,000.00	182,000.00	1,068,500.00
National consultant		52,500.00	117,000.00	117,000.00	100,000.00	107,000.00	493,500.00
2. SUPPLIES, COMMODITIES, MATERIALS							
UN Women							
3. EQUIPMENT, VEHICLES, AND FURNITURE (INCLUDING DEPRECIATION)		80,000.00					80,000.00
UN Women							
UN Women		35,000.00					35,000.00
4. CONTRACTUAL SERVICES		1,560,250.00	3,105,687.50	3,083,485.00	2,852,187.50	3,024,580.00	13,606,180.00
UN Women							
EU funded		976,430.20	1,614,887.20	1,601,669.00	1,348,387.60	1,493,385.20	7,325,389.60
LC contribution		961,720.60	1,590,358.10	1,481,816.00	1,503,800.00	1,769,450.60	7,427,545.00
UN Women							
LC contribution		23,529.40	23,529.40	23,529.40	23,529.40	23,529.40	117,647.00
UN Women		565,000.00	1,490,800.00	1,434,800.00	1,309,800.00	1,291,600.00	6,071,000.00
UN Women							
UN Women		184,150.00	311,837.50	241,607.50	219,887.50	161,000.00	1,118,482.50
UN Women		138,250.00	236,937.50	161,607.50	147,887.50	111,000.00	625,482.50

CATEGORY	ILO	UN WOMEN	TOTAL	ILO Cont.	UN Women Cont.	TOTAL UN Cont.	ILO Spotlight Fund	UN WOMEN Spotlight Fund	Total Spotlight Fund
1. Staff and other personnel	\$ 4,890,713.00	\$ 5,655,049.52	\$ 10,545,759.52	\$ 176,472.00	\$ 294,117.64	\$ 470,589.64	\$ 4,714,241.00	\$ 5,360,928.88	\$ 10,075,169.88
2. Supplies, Commodities, Materials			\$ -						
3. Equipment, Vehicles, and Furniture (including Depreciation)	\$ 45,000.00	\$ 35,000.00	\$ 80,000.00				\$ 45,000.00	\$ 35,000.00	\$ 80,000.00
4. Contractual services	\$ 7,535,190.00	\$ 6,073,000.00	\$ 13,608,190.00	\$ 117,647.00		\$ 117,647.00	\$ 7,417,543.00	\$ 6,071,000.00	\$ 13,488,543.00
5. Travel	\$ 802,482.50	\$ 316,000.00	\$ 1,118,482.50				\$ 802,482.50	\$ 316,000.00	\$ 1,118,482.50
5. Transfers and Grants to Counterparts	\$ 1,200,045.00		\$ 1,200,045.00				\$ 1,200,045.00		\$ 1,200,045.00
7. Direct Costs	\$ 1,086,226.29	\$ 400,679.86	\$ 1,486,906.15				\$ 1,086,226.29	\$ 400,679.86	\$ 1,486,906.15
Total Direct costs of the Action	\$ 15,859,656.79	\$ 12,477,726.38	\$ 28,337,383.17	\$ 294,119.00	\$ 294,117.64	\$ 588,236.64	\$ 15,265,537.79	\$ 12,183,608.74	\$ 27,449,146.53
8. Indirect costs (7%)	\$ 1,089,175.96	\$ 873,440.85	\$ 1,962,616.82	\$ 20,588.33	\$ 20,568.23	\$ 41,176.56	\$ 1,068,587.65	\$ 852,852.61	\$ 1,921,440.26
Total Eligible costs of the Action	\$ 16,848,832.77	\$ 13,351,167.23	\$ 29,999,999.99	\$ 314,707.33	\$ 314,705.87	\$ 629,413.20	\$ 16,334,125.44	\$ 13,036,461.35	\$ 29,370,586.79

4. COMMUNICATIONS AND VISIBILITY PLAN

The Communications and Visibility Plan (Annex VI b.) is attached to the delegation agreement.

5. DRAFT TERMS OF REFERENCE FOR PROJECT GOVERNANCE COMMITTEES

National Project Advisory Committee Draft Terms of Reference

1. Background and introduction

SAFE AND FAIR: Realizing women migrant workers' rights and opportunities in the ASEAN region (2018-2022) is part of the multi-year EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls. SAFE AND FAIR is implemented by the ILO and UN Women, led by the ILO Regional Office for Asia and the Pacific.

SAFE AND FAIR delivers technical assistance and support with the overall objective of making labour migration safe and fair for all women in the ASEAN region. SAFE AND FAIR engages with ASEAN Member States' government authorities; ASEAN institutions; workers' organizations; employers and recruitment agencies; civil society organizations; community-based organizations; families and communities; research institutions and academia, media networks, youth, and the general public and supports comprehensive country programme active in eight countries (Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Thailand and Viet Nam).

SAFE AND FAIR works in close cooperation with governments and social partners to achieve three inter-linking specific objectives:

Specific objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks;

Specific objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services; and

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

The SAFE AND FAIR project strategy mainstreams three cross-cutting topics: women's voice and agency; rights-based approach; and broad engagement of stakeholders. The SAFE AND FAIR Communications and Visibility Strategy ensures visibility, awareness raising and dialogue promotion on changing norms around violence against women throughout migration and strengthening rights-based approaches to safe and fair labour migration governance for women in the ASEAN region.

The National Project Advisory Committee (PAC) for will provide technical and strategic guidance and governance to SAFE AND FAIR at the country level and ensure that the project remains aligned with country priorities and national frameworks.

2. Purpose and mandate of the Country Project Advisory Committee

The PAC will provide technical and strategic guidance and governance to SAFE AND FAIR in and ensure that the project remains aligned with national priorities and frameworks. The role of the PAC is to:

- Provide advice to the ILO and UN Women to ensure effective implementation of the project;
- discuss emerging issues in relation to safe and fair labour migration for women;
- provide strategic direction and advice on project strategies and priorities;
- monitor progress towards results;
- discuss, review and comment on the regional work plan and progress reports;
- provide inputs to evaluation as and when relevant;
- review research and forthcoming publications; and
- address any project management concerns.

3. Composition of the PAC

The PAC will be comprised of core member representatives from the following institutions:^{5f}

- Ministries of Labour and Women Affairs;
- Government line ministries, such as Ministry of Interior, Ministry of Foreign Affairs or Ministry of Social Development and Human Security.
- Trade Unions;
- Employers' Organisation;
- National Human Rights Commission;
- Researchers and academics working in the field of labour migration;
- Association of Recruitment Agencies;
- Non-governmental organizations;
- European Union Delegation
- ILO Regional Office for Asia and the Pacific (ILO ROAP)
- UN Women Regional Office for Asian and Pacific (UNW ROAP)

4. Roles & responsibilities of the chair and the members

The PAC will be co-chaired by the Permanent Secretaries of the Ministry of Labour and Women Affairs (where applicable), and the SAFE AND FAIR staff will provide secretariat support.

The responsibility of the PAC Chair is to facilitate the meeting and ensure that the points in section 2 are addressed with adequate representation of views from each member of the PAC.

The responsibility of the PAC Secretariat is to

- Support the organization of PAC meetings;
- Propose to the Chair an agenda for the PAC;
- Prepare draft minutes of the PAC meetings; and
- Ensure that the meeting feedback is included in relevant work plans and other relevant documents.

5. Frequency and timing of PAC meetings

The PAC will meet once a year.

6. Operation costs

Costs related to the organization of the PAC meetings will be covered by SAFE AND FAIR.

^{5f} To be finalized during the inception period based on the situation in each country, but the members typically include the below.

**Project Steering Committee
Draft Terms of Reference**

1. Background and introduction

SAFE AND FAIR: Realizing women migrant workers' rights and opportunities in the ASEAN region (2018-2022) is part of the multi-year EU-UN **Spotlight Initiative to Eliminate Violence Against Women and Girls**. **SAFE AND FAIR** is implemented by the ILO, UN Women and UNODC, led by the ILO Regional Office for Asia and the Pacific.

SAFE AND FAIR delivers technical assistance and support with the overall objective of making labour migration safe and fair for all women in the ASEAN region. **SAFE AND FAIR** engages with ASEAN Member States' government authorities; ASEAN institutions; workers' organizations; employers and recruitment agencies; civil society organizations; community-based organizations; families and communities; research institutions and academia, media networks, youth, and the general public and supports comprehensive country programme active in eight countries (Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Thailand and Viet Nam).

SAFE AND FAIR works in close cooperation with governments and social partners to achieve three inter-linking specific objectives:

Specific objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks;

Specific objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services; and

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

The **SAFE AND FAIR** project strategy mainstreams three cross-cutting topics: women's voice and agency; rights-based approach; and broad engagement of stakeholders. The **SAFE AND FAIR** Communications and Visibility Strategy ensures visibility, awareness raising and dialogue promotion on changing norms around violence against women throughout migration and strengthening rights-based approaches to safe and fair labour migration governance for women in the ASEAN region.

A Project Steering Committee (PSC) will provide strategic leadership, general policy and overall guidance and oversight on the Project.⁵²

2. Purpose and mandate of the Project Steering Committee (PSC)

The PSC will provide strategic leadership and oversight to **SAFE AND FAIR** and ensure that there is effective coordination between implementing agencies and that the Project remains aligned with the priorities of the Spotlight Initiative. Specifically, the role of the PSC is to:

- ensure effective coordination between ILO, UN Women and UNODC;
- finalise the project weighting and prioritization of activities in each country;
- provide general policy and overall guidance and oversight on the ongoing design and implementation of the programme;

⁵² At the regional and country level, **SAFE AND FAIR** will arrange annual Regional Programme Advisory Committee (RPAC) and tripartite National Programme Advisory Committee (PAC) meetings in each of the eight target countries to provide guidance on the implementation of the regional and country specific components, and to endorse the annual work plan.

- ensure information flow with the EU Delegations in the region facilitated through the EU Delegation in Thailand;
- ensure information flow with the Spotlight Initiative through the Multi Partner Trust Fund Office;
- measure progress in project implementation, with a view to taking remedies, adjusting and adapting activities and reviewing beneficiary countries;
- discuss emerging issues in relation to safe and fair labour migration for women;
- identify and exchange good practices;
- discuss, review and comment on the regional work plans and annual reports;
- provide inputs to evaluation as and when relevant;
- review research and forthcoming publications; and
- address any programme management concerns.

3. Composition of the PSC

The RPAC will be composed of representatives of the following bodies:

- European Union Delegations and European Commission;
- Representative of the Spotlight Initiative through the Multi Partner Trust Fund Office;
- ILO Regional Office for Asia and the Pacific (ILO ROAP);
- UN Women Regional Office for Asian and Pacific (UNW ROAP);
- UN Office of Drugs and Crime Office for South East Asia and Pacific (UNODC SEAP).

4. Roles & responsibilities of the chair and the members

The ILO and UN Women ROAP representatives will chair the meeting and SAFE AND FAIR staff will provide secretariat support.

The responsibility of the **PSC Chair** is to facilitate the meeting and ensure that the points in section 2 are addressed with adequate representation of views from each member of the PSC.

The responsibility of the **PSC Secretariat** is to

- Support the organization of PSC meetings;
- Propose to the Chair an agenda for the PSC;
- Prepare draft minutes of the PSC meetings; and
- Ensure that the meeting feedback is included in relevant work plans and other relevant documents.

5. Frequency and timing of PSC meetings

The PSC will meet every three months, with two meetings taking place during the inception phase.

6. Operation costs

Costs related to the activities of the PSC including travel and coffee breaks will be covered by SAFE AND FAIR.

Regional Programme Advisory Committee Draft Terms of Reference

1. Background and introduction

SAFE AND FAIR: Realizing women migrant workers' rights and opportunities in the ASEAN region (2018-2022) is part of the multi-year EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls. SAFE AND FAIR is implemented by the ILO and UN Women, led by the ILO Regional Office for Asia and the Pacific.

SAFE AND FAIR delivers technical assistance and support with the overall objective of making labour migration safe and fair for all women in the ASEAN region. SAFE AND FAIR engages with ASEAN Member States' government authorities; ASEAN institutions; workers' organizations; employers and recruitment agencies; civil society organizations; community-based organizations; families and communities; research institutions and academia, media networks, youth, and the general public and supports comprehensive country programme active in eight countries (Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Thailand and Viet Nam).

SAFE AND FAIR works in close cooperation with governments and social partners to achieve three inter-linking specific objectives:

Specific objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks;

Specific objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services; and

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

The SAFE AND FAIR project strategy mainstreams three cross-cutting topics: women's voice and agency; rights-based approach; and broad engagement of stakeholders. The SAFE AND FAIR Communications and Visibility Strategy ensures visibility, awareness raising and dialogue promotion on changing norms around violence against women throughout migration and strengthening rights-based approaches to safe and fair labour migration governance for women in the ASEAN region.

A Regional Project Advisory Committee (RPAC) will provide technical and strategic guidance and governance to SAFE AND FAIR at the regional level and ensure that the project remains aligned with ASEAN priorities and regional frameworks.⁵³

2. Purpose and mandate of the Regional Project Advisory Committee (RPAC)

The RPAC will provide technical and strategic guidance and governance to SAFE AND FAIR and ensure that the project remains aligned with ASEAN priorities and regional frameworks. The role of the RPAC is to:

- Provide advice to the ILO and UN Women to ensure effective implementation of the project;
- discuss emerging issues in relation to safe and fair labour migration for women;
- provide strategic direction and advice on project strategies and priorities;
- monitor progress towards results;
- discuss, review and comment on the regional work plans and annual reports;
- provide inputs to evaluation as and when relevant;
- review research and forthcoming publications; and
- address any programme management concerns.

3. Composition of the RPAC

⁵³ At the country level, SAFE AND FAIR will arrange annual tripartite plus National Programme Advisory Committee (PAC) meetings in each of the eight target countries to provide guidance on the implementation of the country specific components, and to endorse the annual work plan.

The RPAC will be composed of representatives of the following bodies²⁴:

- Labour ministry holding the ACMW Chair
- ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC), Chair
- Senior Officials Meeting on Transnational Crime (SOM-TC) and its Working Group on Trafficking in Persons. WG Chair
- ASEAN Secretariat
- ASEAN Confederation of Employers (ACE)
- ASEAN Trade Union Council (ATUC)
- Regional CSOs participating in the project (up to 2)
- European Union Delegations and European Commission
- Representative of the Spotlight Initiative through the Multi Partner Trust Fund Office
- ILO Regional Office for Asia and the Pacific (ILO ROAP)
- UN Women Regional Office for Asian and Pacific (UNW ROAP)

4. Roles & responsibilities of the chair and the members

The ILO and UN Women ROAP representatives will co-chair the meeting and SAFE AND FAIR staff will provide secretariat support.

The responsibility of the **RPAC Chairs** are to facilitate the meeting and ensure that the points in section 2 are addressed with adequate representation of views from each member of the RPAC.

The responsibility of the **RPAC Secretariat** is to

- Support the organization of RPAC meetings;
- Propose to the Chair an agenda for the RPAC;
- Prepare draft minutes of the RPAC meetings; and
- Ensure that the meeting feedback is included in relevant work plans and other relevant documents.

5. Frequency and timing of RPAC meetings

The RPAC will meet once a year.

6. Operation costs

Costs related to the activities of the RPAC including travel and lunch/coffee breaks will be covered by SAFE AND FAIR.

²⁴ To be finalized during the inception period but the members will typically include the below.