



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

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

Annual Narrative Programme Report

01 January 2020 – 31 December 2020

Initiated by the European Union and the United Nations:



Programme Title & Programme Number

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

MPTF Office Project Reference Number: ¹ 108309

Recipient Organization(s)

International Labour Organization

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

Programme Cost (US\$)

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

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

Agency Contribution: 629,472 USD

Spotlight Funding and Agency Contribution by Agency:

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

TOTAL: \$30 000 000

Priority Regions/Areas/Localities for the Programme

South-East Asia/ASEAN region

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

Key Partners

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

Programme Start and End Dates

Start Date:
01.01.2018

End Date:
31.12.2022

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

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

Table of Contents

Table of contents	ii
Acronyms and abbreviations	v
Executive summary	vii
Contextual shifts and implementation status	1
Programme Governance and Coordination.	6
Project Steering Committee	6
Regional Programme Advisory Committee	6
National Programme Advisory Committees	7
Civil Society Reference Group	9
Inter-agency coordination, technical committees and other governance mechanisms	9
UN Sustainable Development Cooperation Framework	11
Programme partnerships.	11
1. Government	11
2. Civil society	14
3. ASEAN institutions	16
4. European Union	18
5. Cooperation with other UN Agencies	18
6. Other partners	19
6.1 Trade unions	19
6.2 Employers	20
Results	21
Capturing broader transformations across outcomes	21
Capturing change at the outcome level.	23
Specific Objective 1	23
Specific Objective 2	52
Specific Objective 3	71

Rights holders (“beneficiaries”).....	93
Programmatic.....	94
Operational.....	96
Lessons learned and new opportunities	97
Lessons learned	97
New opportunities.....	98
Innovative, promising or good practices	100
Communications and visibility	101
1. Overview.....	102
2. Messages	102
3. Media and visibility events	105
4. Campaigns	108
5. Human interest stories	109
6. Testimonials.....	110
7. Photos	115
8. Videos.....	117
Next steps	117
Annexes	122

List of Annexes

Annex A: Results Framework

Annex B: Spotlight Risk Management Report

Annex C: Spotlight CSO Engagement Report

Annex D: Spotlight Promising Practices Report

Annex E: Annual Work Plans 2020 and 2021

Annex F: Philippines OFW Reintegration Advisor and Referral Pathways

Annex G: Stories

Annex H: Global Learning Blog PERTIMIG Malaysia

Annex I: National Service Directory for Cambodian Women Migrant Workers

Annex J: National Service Directory for Indonesian Women Migrant Workers – Bahasa Indonesia

Annex K: National Service Directory for Vietnamese Women Migrant Workers - Vietnamese

Annex L: National Service Directory for Cambodian Women Migrant Workers – Lao

Annex M: Organizing Women Migrant Workers: Manual for trade unionists in ASEAN

Annex N: Government and CSOs Supported (Specific Objective Indicator 3.2)

Annex O: Assessing COVID-19 Related Socio-economic Impacts on Returnee Migrant Workers in Informal Employment in Laos

Annex P: Infographic of Key Recommendations to Strengthen Gender and Draft Law 72 in Viet Nam

Annex Q: Documentation of Referral Pathway for GBV Survivors

Annex R: IDWF–PERTIMIG Handbook on Becoming a Migrant Domestic Worker in Malaysia

Annex S: Training modules on violence against women and girls data collection and use

Annex T: Training module on Providing Quality Essential Hotline Services for Women Subject to Violence

Annex U: Training modules on sex-disaggregation of labour migration data

Annex V: Training material: Caring in the time of COVID-19: Gaps and risks facing women OFWs

Annex W: Training material: Reintegration in the Time of COVID: Gaps, challenges, lessons and gender dimensions

Annex X: Training material: Usaping Babae (About Women): Why It is important to talk about violence against women migrant workers

Annex Y: Infographic of Key Recommendations to Strengthen Gender and Draft Law 72 in Viet Nam – Vietnamese

Annex Z: IDWF GBV Casebook – Bahasa Indonesia

Annex AA: IDWF GBV Casebook – Khmer

Annex AB: IDWF GBV Casebook – Thai

Annex AC: Training module on victim identification and interview techniques for victims of GBV and trafficking

List of Acronyms and Abbreviations

3rd NAPVAW	Third National Action Plan to Prevent Violence against Women (2019–2023) (Cambodia)
ACE	ASEAN Confederation of Employers
ACMW	ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers
ACTRAV	ILO Bureau for Workers' Activities
AFML	ASEAN Forum on Migrant Labour
AMMPO	Nationalist Association of Overseas Filipino Workers (Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas) (Malaysia)
ASEAN	Association of Southeast Asian Nations
ATUC	ASEAN Trade Union Council
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
COVID-19	coronavirus disease 2019
CSAGA	Center for Studies and Applied Science in Gender, Family, Women and Adolescents (Viet Nam)
CSO	Civil society organization
CWCC	Cambodian Women's Crisis Center
DOLAB	Department of Overseas Labour (Viet Nam)
EU	European Union
EVAW	Ending violence against women
EVAWMW	Ending violence against women migrant workers
GBV	Gender-based violence
HOME	Humanitarian Organization for Migration Economics (Singapore)
IEC	Information, education and communication
IDWF	International Domestic Workers' Federation
ILMS	International Labour Migration Statistics
IOM	International Organization for Migration
JBM	Jaringan Buruh Migran (Indonesia)
KSBSI	Confederation for All Indonesia Trade Unions (Konfederasi Serikat Buruh Seluruh Indonesia)
LFTU	Lao Federation of Trade Unions
LNOB	Leave No One Behind
LGBTQI+	lesbian, gay, bisexual, trans and intersex persons, and persons with other related characteristics
LTSA	One-Roof Integrated Service Centre (Indonesia) (Layanan Terpadu Satu Atap)
MAPO	Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (Malaysia)
MEF	Malaysian Employers Federation
MOLSW	Ministry of Labour and Social Welfare (Lao People's Democratic Republic)
MoU	memorandum of understanding

MRC	Migrant Worker Resource Centre
MSDHS	Ministry of Social Development and Human Security (Thailand)
MTUC	Malaysian Trades Union Congress
NAP	National Action Plan
NAPTIP	National Action Plan on Trafficking in Persons (2021–2025) (Malaysia)
NAPVAW	National Action Plan on Eliminating Violence Against Women
NEA	National Employment Agency (Cambodia)
NGO	non-governmental organization
NPAC	National Programme Advisory Committee
OFW	overseas Filipina/o worker
PDOLVT	Provincial Department of Labour and Vocational Training (Cambodia)
PERTIMIG	Indonesian Migrant Domestic Workers Association (Persatuan Pekerja Rumah Tangga Indonesia Migran) (Malaysia)
PMRN	Philippine Migration Research Network
PSC	Project Steering Committee
PSWS	Selangor Friends of Women Association (Persatuan Sahabat Wanita Selangor) (Malaysia)
P2TP2A	Integrated Service Centre for the Empowerment of Women and Children (Pusat Pelayanan Terpadu Pemberdayaan Perempuan dan Anak)
RPAC	Regional Programme Advisory Committee
RPL	recognition of prior learning
SBMI	Indonesian Migrant Workers Union (Serikat Buruh Migran Indonesia)
SDG	Sustainable Development Goal
SOGIESC	sexual orientation, gender identity and expression, and sex characteristics
SOP	standard operating procedure
TESDA	Technical Education Skills Development Authority (Philippines)
TVET	technical and vocational education and training
UNCT	United Nations Country Team
UNESCAP	United Nations Economic and Social Commission for Asia and the Pacific
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime
UN RC	UN Resident Coordinator
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UP	University of the Philippines
VAW	violence against women
VAWG	violence against women and girls
VAWMW	Violence against women migrant workers
WASH	Water, sanitation, and hygiene
WCC	Women's Crisis Center (Indonesia)
WHO	World Health Organization
WON	Women's Organizations Network (Myanmar)

Executive Summary

This report covers results and progress for 2020 of the five-year European Union (EU)-funded Spotlight Initiative Safe and Fair programme (henceforth referred to as “SAF”). The results and updates in this report cover the period January–December 2020.

Key results – Spotlight implementation in the Association of Southeast Asian Nations (ASEAN) region (2020) through SAF

Highlights

- **Law reform:** 17 legal and policy instruments ranging from labour migration regulations to national ending violence against women (EVAW) action plans and protocols supported with technical inputs and recommendations in line with gender-responsive and survivor-centred approaches.³ Of the total, 5 were adopted in 2020; 4 were national protocols developed to address EVAW, trafficking or labour migration; and 2 national standard operating procedures (SOPs) on ending violence against women, including women migrant workers were drafted.⁴
- **Capacity building:** Training on women migrant workers’ rights and skills, gender-responsive service provision, collectivism and on coordinated quality service provision to address violence against women migrant workers and prevention of trafficking, thereby enhancing the capacities of **18,892** persons (8,188 women) from:
 - frontline service providers;
 - women’s rights organizations;
 - domestic worker organizations;
 - migrant organizations;
 - trade unions;

³ Per Spotlight Indicator 1.1.1 – Number of draft new and/or strengthened laws and/or policies on ending VAWG [violence against women and girls] and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR [human rights] standards. For Spotlight Indicator 1.1.1 reporting, SAF includes a total of 12 laws and policies. This includes seven total from SAF indicator 1.1.1 (two of which were adopted), and one adopted law reported in SAF 2.1.1, as well as four additional laws given technical input and not yet adopted (under SAF 2.1).

⁴ Per Spotlight Outcome Indicator 1.2 – Proportion of target countries that have national and/or sub-national evidence-based and costed action plans and M&E [monitoring and evaluation] frameworks on VAWG / HP [violence against women and girls/harmful practices] that respond to the rights of all women and girls and are developed in a participatory manner; and Spotlight Indicator 1.2.1 – Number of draft evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of groups facing intersecting and multiple forms of discrimination with M&E frameworks and proposed budgets. SAF can report one final National Action Plan (NAP) related to SAF Indicator 2.1.2, but also three draft NAPs. Thus, to Spotlight Indicator 1.2.1, SAF reports four adopted and draft NAPs (see SAF 2.1). Further, per Spotlight Indicator 4.1.9, the related SAF proportion is one of ten ASEAN countries that have developed national guidelines or protocols for essential services that specifically address the needs of women and girls facing multiple and intersecting forms of discrimination. All results are from the reporting period 1 January – 31 December 2020.

- employers' associations;
 - recruitment agencies;
 - autonomous social movements and CSOs, including those representing groups facing multiple and intersecting forms of discrimination;
 - government departments;
 - women's peer networks; and
 - returnee women migrant workers.
- These include **1,089** government service providers (542 women), who now have increased knowledge and capacities to deliver gender-responsive quality and coordinated essential services to women survivors of violence. ⁵ These also include 977 representatives of women's rights organizations and groups representing those facing multiple and intersecting forms of discrimination.
 - **Organizing and networking: 2,975** women migrant workers organized into workers' unions and associations or as peer networks/community advocacy platforms, and **1** union and **1** migrant domestic workers' organization formed with the SAF's support, so that women can jointly advocate and meet with the government and access information to better demand their rights, thereby reducing their risks of employment in poor and exploitative working conditions, of trafficking and of violence. ⁶
 - **Service and information provision: 75,445** women migrants provided support services, including psychosocial, health, social or legal services; increased knowledge of support initiatives, EVAW, and safe and fair migration; and job skills training/certification. ⁷ **1** information system strengthened for women migrants who access support services for survivors of violence and trafficking. **2** joint task forces established for quality coordination of services among essential services sectors. **1** local referral group was organized with local-level SOPs.

⁵ SAF Indicator 2.4.2 (government officials only) is per Spotlight Indicator 4.1.4 – Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girls' survivors of violence. SAF Indicator 1.2.1 (government officials only) is per Spotlight Indicator 4.1.6 – Number of government service providers who have increased knowledge and capacities to better integrate VAWG response into sexual and reproductive health, education and migration services. This includes 498 government officials under SAF Indicator 2.4.2 (Spotlight Indicator 4.1.4), and 591 government officials under SAF Indicator 1.2.1 (Spotlight Indicator 4.1.6).

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

⁷ SAF Indicators 1.4.1–3 are per Spotlight Indicator 4.1.2 – Number of women and girls with access to programmes developed to integrate VAWG response into SRH, education and migration services. SAF Indicators 2.3.2 and 2.4.1 are per Spotlight Indicator 4.2.2 – Number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms of discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services.

- **Research and data:** 37 knowledge products produced and disseminated to inform evidence-based decision-making,⁸ and a further 25 knowledge products or laws translated into either national languages or English.
- **Changing knowledge and attitudes:** 4,703,085 members of the public reached through public outreach initiatives⁹ and 23 campaigns conducted to change knowledge, attitudes and behaviours towards women migrant workers, including harmful social norms and gender stereotyping and violence against women migrant workers.¹⁰
- **CSO engagement:** 64 civil society organizations (CSOs)¹¹ throughout ASEAN engaged. 39 CSOs supported financially to enhance peer networking and service provision in response to violence against women migrant workers.¹² Within this engagement, CSOs and women migrant workers were supported to advocate for more progress on ending violence against women and girls, especially women migrant workers, and to organize dialogues among CSOs and decision-makers on the same.¹³

The COVID-19 pandemic had a multi-dimensional impact on women migrant workers, being not only a health crisis but also a crisis with detrimental effects on freedom from violence and harassment, on employment and income, and on social protection and access to services. In response to the COVID-19 pandemic, countries in the ASEAN region have implemented measures to prevent the spread of the pandemic, including lockdowns, quarantines, and border closures. Policy responses related to migrant workers have varied from facilitating visa extensions,¹⁴ to immigration raids and detention.¹⁵ Throughout the region, many businesses and other organizations (including migrant and women support services) have had to cease operations or reduce working hours with a detrimental economic impact without precedent.

While women and men migrant workers in the region strived to protect their livelihoods and their health, many women migrant workers were disproportionately affected by COVID-19 and the economic and health impacts of the pandemic. Many have faced cuts in pay and retrenchment. Those who remained employed may have been forced or coerced to continue work in unsafe

⁸ Per Spotlight Indicator 5.2.1 – Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision-making.

⁹ Per Spotlight Indicator 3.2.2 – Number of people reached by campaigns challenging harmful social norms and gender stereotyping

¹⁰ Per Spotlight Indicator 3.2.5 – Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated.

¹¹ Note that this is inclusive of CSOs, associations, academic institutions, and mass organizations. The number does not include trade unions.

¹² Note that this includes those with contracts started in 2018 and 2019 as well as those subcontracted by other CSOs. Per Spotlight Indicator 6.1.4 – Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels.

¹³ Per Spotlight Indicator 6.1.2 – Number of official dialogues with relevant government authorities with the meaningful participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination. A total of 80 dialogues were held in 2020.

¹⁴ "Visas Extended, Relief Measures Approved", *Bangkok Post*, 21 April 2020.

¹⁵ "Malaysia Migrant Raids 'to Reduce Covid-19 Spread'", *BBC*, 2 May 2020.

conditions, undertake longer working hours (especially migrant domestic workers), or work without sufficient protective equipment. In these situations, movement restrictions and quarantine procedures have restricted women migrant workers from seeking assistance and accessing social networks and support services. Services for women who have experienced violence became harder to access in 2020 due to restrictions, a reality that can have an even greater impact on women migrant workers, who already face significant barriers to access in “normal” times.

To remain relevant in such an environment and to respond in a timely and effective manner to the emerging needs of women migrant workers, SAF has been able, thanks to support from the EU and the Spotlight Secretariat, to pivot its programming approaches and prioritize the provision of technical support to:

1. national stakeholders in the elaboration of COVID-19 response strategies;
2. frontline service providers in shifting from face-to-face to remote service provision; and
3. peer networks and workers' organizations in adapting to the new context.

Despite restrictions on travel and gatherings caused by the pandemic, the overall implementation of the programme continued throughout the year, since SAF has been able to adopt a combination of direct and virtual activities, and has assisted partners in doing the same.

Following are key results of and progress in SAF's initiatives in 2020. The results are clustered under the following headings, which span across the programme's three objectives:

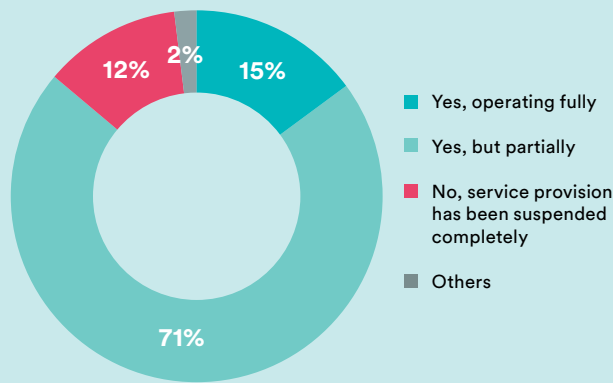
- Legal frameworks and policies;
- Coordinated, quality service provision and increased stakeholder capacity
- Strengthening women's leadership, organizing and peer networking;
- Creating evidence and knowledge for policy and services (includes data collection);
- Shifting attitudes and behaviours;
- Engagement of women migrant workers and CSOs (including women's movements and migrant worker movements).

Rapid Assessment: Impact of COVID-19 on Women's Civil Society Organizations

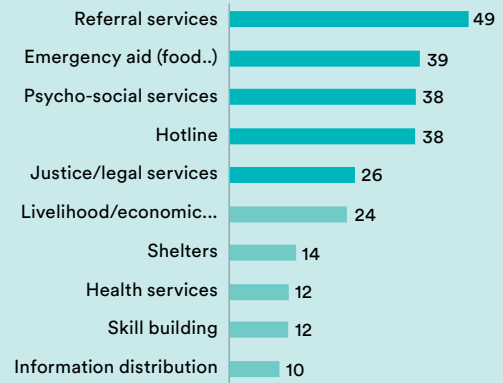
At the beginning of the pandemic, the challenges of women migrant workers were captured through the eyes of women's organizations in the region, which informed the programmatic response to the pandemic. SAF contributed to the production and distribution of a UN Women rapid assessment survey of CSOs in Asia and the Pacific. The survey helped understand the impact of COVID-19 on the work of CSOs, hear their perspectives on the challenges they face, and gain visibility on the solutions they are creating. The survey showed how CSOs see the roles of women, including women migrant workers, and it showed their assessment of the impact of COVID-19 on their constituencies. In total, 100 CSOs responded to the survey.

Rapid Assessment: Impact of COVID-19 on Women's Civil Society Organizations

- The majority of services for women are disturbed due to COVID-19. Yet, despite these challenges, most CSOs are continuing to provide services for women remotely.

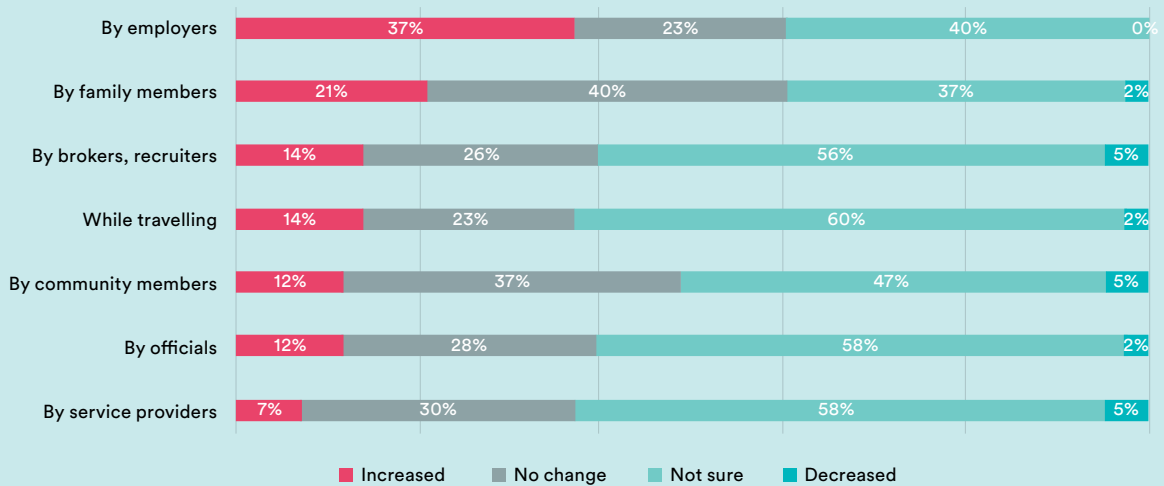


Proportion of respondent organizations, by operation status (n=100, April 2020)



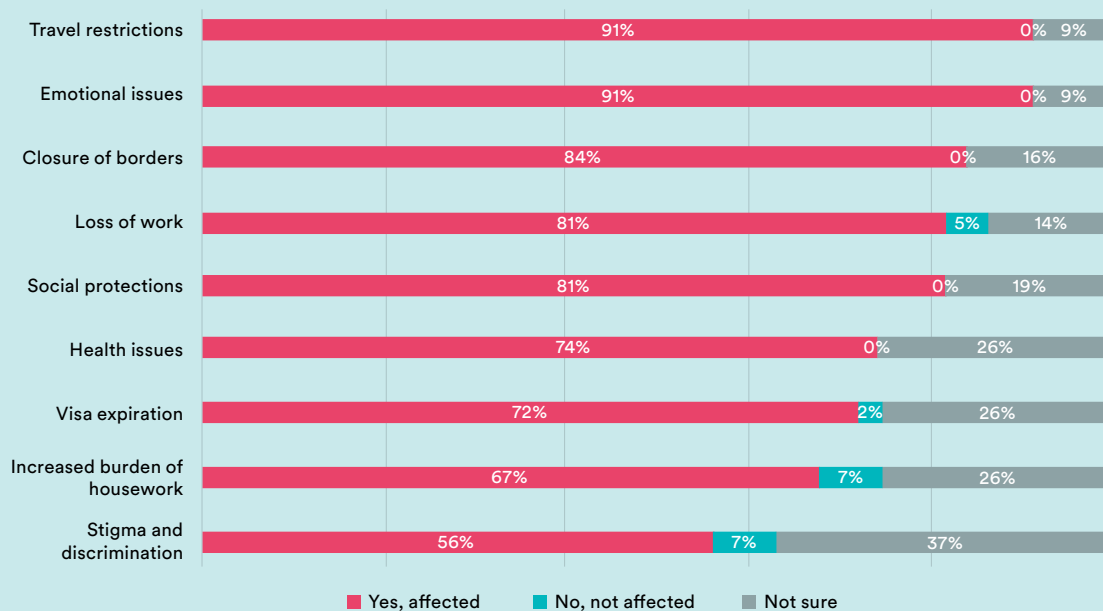
Number of respondent organization that continue to provide services for women, by available services (n=100, multiple choices included, April 2020)

- Some of the respondents expressed concerns about the impact of COVID-19 on women migrant workers, including the increased violence against women migrant workers by employers, by family members and while women migrant workers are travelling. “Current travel restrictions may exacerbate already difficult work or living conditions especially for women migrants in general.”



Proportion of respondent organizations on observed changes in violence against migrant women workers, by perpetrator group (n=43, WMW and Domestic Worker actors in ASEAN only, April 2020)

- The vast majority of the respondents reported that the current COVID-19 situation is affecting women migrant workers in negative ways.



Proportion of respondent organizations on observed impacts of COVID-19 on women migrant workers (n=43, WMW and Domestic Worker actors in ASEAN only, April 2020)

The full survey report is at: [“Rapid Assessment: Impact of COVID-19 on Women’s Civil Society Organizations”](#). To gather further evidence, SAF also surveyed migrant workers (70 per cent women), publishing ASEAN regional findings, together with other ILO projects: [“Experiences of ASEAN Migrant Workers during COVID-19: Rights at Work, Migration and Quarantine during the Pandemic, and Re-Migration Plans”](#).

Legal frameworks and policies

During the reporting period, the COVID-19 pandemic was both a challenge and an opportunity for the political advocacy initiatives of SAF. While it caused major delays to National Action Plans, laws and strategies that were in progress prior to the pandemic, it opened new windows for better political frameworks to protect women, including women migrant workers and survivors of violence. Amplifying the UN Secretary-General’s Political Engagement Strategy on Gender-Based Violence and COVID-19 was one of those opportunities for the programme (see section on “Contextual shifts and implementation status”). The importance of allocating resources for essential services for responding to violence and the inclusion of women migrant workers in national COVID-19 responses were the key focuses of SAF advocacy interventions. SAF advocated for the importance of maintaining or strengthening the availability of coordinated quality essential services for women migrant workers, including survivors of violence, in an emergency context

like COVID-19, through the provision of technical inputs on national and regional COVID-19 strategies and action plans.

In Indonesia, the Protocol for Handling Cases of Gender-based Violence and Human Trafficking of Indonesian Women Migrant Workers during the COVID-19 Pandemic, developed with technical support from SAF, successfully addressed the specific needs of women migrant worker survivors of violence. SAF also contributed to Indonesia's COVID-specific Ministerial Decree on the Placement of Indonesian Migrant Workers under the New Normal. In the Philippines, SAF contributed to the legal proposal on the Gender-Responsive and Inclusive Protocols and Programming to Address the Gender-Differentiated Needs of Women including Women Migrant Workers during the COVID-19 and other Pandemics.

The political deprioritization of VAW response and prevention efforts emerged as a major challenge in many countries; since services for survivors of violence, including health, police, justice and social services, as well as shelters and helplines were in many cases shifted over to the COVID-19 responses. During the reporting period, Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, the Philippines, Thailand and Viet Nam were in the process of developing or revising laws, policies, regulations and/or national-level standard operating procedures on labour migration or ending violence against women. SAF technical support aimed to ensure that the concerns of women migrant workers are reflected in these laws, policies and regulations.

With SAF support, the Government of Thailand is exploring strengthening laws covering sexual harassment at work, and moving towards ratification of the ILO Violence and Harassment Convention, 2019 (No. 190) (see box below). SAF support has resulted in significant progress towards safe migration via technical inputs to several of Indonesia's sub-regulations to Law 18/17, including gender-responsive guidelines to the law's implementation and the Presidential Regulation on the Role of Labour Attachés. Not dissimilarly, Viet Nam reformed its labour migration law to be more gender-responsive with inputs and support from SAF in coordination with ILO specialists and UN Women advisers. Stronger legislative and policy frameworks on labour migration and EAW increase women migrant workers' access to (labour) complaints mechanisms and social protection benefits; improve legal protections; and improve access to assistance and justice for women affected by violence, abuse and/or exploitation.

ILO Convention on Violence and Harassment, 2019 (No. 190)

The global community has made it clear that violence and harassment in the world of work will not be tolerated and must end. On 21 June 2019, the ILO's International Labour Conference adopted the Violence and Harassment Convention (No. 190) and Recommendation (No. 206). For the first time, the right to a world of work free from violence and harassment has been articulated in an international treaty. The adoption of Convention No. 190 and Recommendation No. 206 recognizes the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment.

The scope of protection under the Convention extends to job applicants, jobseekers, volunteers, trainees, interns, apprentices and workers whose employment has been terminated. The Convention recognizes that individuals exercising the authority, duties or responsibilities of an employer can also be subjected to violence and harassment. The Convention also makes it clear that violence and harassment involving third parties, whether they are clients, customers, patients, or members of the public, must be considered and addressed, and it widens the concept of the world of work beyond the immediate physical workplace.

As of the end of 2020, Fiji, Namibia and Uruguay have ratified the Convention, with several other countries, including Indonesia, the Philippines, Thailand and others in the ASEAN region interested in aligning national legislation and considering the same.

The Convention opens new opportunities for SAF in terms of advocacy, research and enhancing the capacities of partners. In 2020, Thailand engaged SAF for technical support, and **three** policy briefs/trainings on sexual harassment in the world of work and women migrant workers' specific risks were produced by SAF, in partnership with the ASEAN Confederation of Employers.

In countries that remained focused on amending existing frameworks on labour migration and EAW, despite COVID-19, technical support/contributions were provided by SAF to Cambodia, the Lao People's Democratic Republic and Malaysia to support the development of migrant-inclusive and survivor-centred national action plans on ending violence against women (NAPVAWs). As a result, a migrant-sensitive NAPVAW was adopted by Cambodia in 2020.

To ensure quality support to these processes, a "Guidance Note to Develop Migrant-Sensitive National Action Plans on Violence against Women" was developed by SAF, based on technical support provided by the programme to the Government of Cambodia in 2019.

Through its engagement in the elaboration of NAPVAWs, SAF advocated for the prioritization of coordinated multi-sectoral service provision in response to violence against women migrant workers.

In Malaysia, SAF, through its collaboration with the United Nations Office on Drugs and Crime (UNODC), provided technical input to the National Action Plan on Anti-Trafficking in Persons (2021–2025) (NAPTIP), which will be adopted in 2021 under the leadership of the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Council (MAPO).

Coordinated, quality service provision and increased stakeholder capacity

During the pandemic, ensuring access to services by women migrant workers who were severely affected by COVID-19 was prioritized by the programme in both countries of origin and destination. Within the reporting period, SAF has partnered with governments, trade unions and CSOs to provide services to women migrant workers and their families through Migrant Worker Resource Centres (MRCs) in Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, Singapore and Thailand. More MRCs will be established in 2021, with plans in Indonesia, Myanmar, the Philippines and Viet Nam.

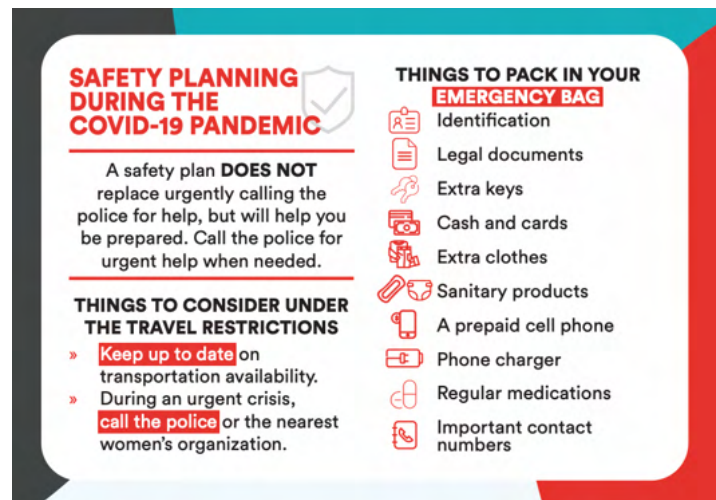
MRCs provide credible information, legal aid and other necessary services to women who come to the centres, including referrals for survivors of violence. Noting the challenges that may prevent women migrant workers from visiting centres, initiatives to reach out to women in communities and factories, as well as online and over the phone during COVID-19 lockdowns, allowed greater numbers of women to access these services. During 2020, gender-sensitive safe migration information, including about prevention of violence and trafficking and about rights during migration, was provided to women migrant workers in Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore and Thailand. In Thailand, shelter support was provided to Myanmar Muslim trafficked persons.

In countries of origin, direct support to returnee women migrant workers who had to repatriate due to loss of jobs, incomes and travel restrictions was ensured through support to quarantine facilities and shelters. In Myanmar and Indonesia, quarantine centre staff received training by SAF on violence against women. In Indonesia and Viet Nam, shelters for survivors of violence were provided technical guidance to ensure they could remain operational during the pandemic and could safely provide services to women, including women migrant workers.

In countries of destination, support to helpline services addressing violence against women, including women migrant workers, was prioritized. In Malaysia and Thailand, major helpline services were supported to provide interpretation services in the major languages used by migrants. Additionally, a regional training tool to strengthen helpline services for women migrant workers was developed and piloted in Thailand, targeting the national 1300 hotline run by the Ministry of Social Development and Human Security, and an online roundtable on "Remote Service Provision for Women Migrant Workers: Global and Local Knowledge Sharing" was organized, providing an opportunity for 23 helpline operators of VAW hotlines in the region to learn about promising practices in remote service provision.

In terms of enhancing access to quality services, at the beginning of the COVID-19 pandemic, a “[Safety Planning for Violence against Women, during the COVID-19 Pandemic](#)” information postcard was produced by the programme, with essential and practical measures to consider on how to stay safe at home, in the community and in the workplace. The Safety Plan postcard, coupled with [service directories](#), provides key contacts of available VAW service providers who

can help women migrant workers if they experience violence and abuse in the ASEAN region. The Safety Plan and the service directories have been translated into eight languages (Burmese, Indonesia, Khmer, Lao, Shan, Tagalog, Thai, and Vietnamese) and have been widely distributed across target countries through quarantine centres, shelters for survivors of violence, women’s networks, CSOs, MRCs, government agencies and service providers, reaching more than 20,000 women migrant workers and their families.



During COVID-19 lockdowns and border closures, ministries of Foreign Affairs were identified as key actors for enhancing protection of women migrant workers abroad from violence, abuses and trafficking. The Viet Nam Ministry of Foreign Affairs was supported in enhancing the capacities of 75 (38 women) foreign service and embassy officials working overseas, enabling them to better assist women migrant workers who have experienced violence, including through referrals. Capacity enhancement of the Viet Nam Ministry of Foreign Affairs officials is being complemented in 2021 by SAF’s support in the development of a protocol to handle cases of GBV and trafficking of Vietnamese women abroad, as requested by the Ministry based on SAF support previously provided to Indonesia to elaborate a similar protocol.

In the area of data collection and use, a training tool on “Violence against Women and Girls Data Collection and Use” was developed and piloted. As a result, 159 government organizations and service providers across the region deepened their understanding of various types of violence against women and girls (VAWG) data and their uses, with the aim of developing evidence-based advocacy materials to showcase the importance of including VAW service delivery among the essential and life-saving services to be included in COVID-19 response strategies. As a result of the regional webinar, the Department of Foreign Affairs of the Philippines requested a webinar series on the same topic, specialized for addressing the specific role of embassies. The training will be followed in 2021 with specific technical support aimed at enhancing the Department of Foreign Affairs’ data collection systems. This continued partnership demonstrates the important role of embassies in addressing violence against their citizens abroad. Similarly, the capacity of

national statistics offices and other government agencies in five countries was developed by the programme to sex-disaggregate labour migration statistics.

In addition to enhancing the capacities of frontline service providers to offer timely and effectively responses to the emerging needs of women migrant workers during the COVID-19 pandemic, SAF continued prioritizing capacitating employers, enhancing the organizing skills of women migrant workers, and building the skills of stakeholders on data collection on VAW and migration. During the reporting period, workers' organizations throughout nine ASEAN countries were capacitated to organize women migrant workers, so that these workers could claim their rights and prevent and protect against episodes of violence and abuse. Furthermore, employers in Malaysia in particular, as well as throughout the region via the ASEAN Confederation of Employers, have new tools, business rationales, and knowledge to prevent violence and harassment, with a specific focus on women migrant workers' specific vulnerabilities.

Strengthening women's leadership, organizing and peer networking

Organizing and networking empowers women to demand their rights, reducing the risks women face with regard to employment in poor and exploitative working conditions, trafficking and violence. In Cambodia, peer groups of women at the community level played a pivotal role during the pandemic in creating a safe environment for returnee women migrant workers and sharing resources and information with members. Furthermore, in Myanmar, returnee women who were residing in quarantine centres were empowered through activities organized to increase awareness about violence against women migrant workers and the dissemination of information on safe migration and COVID-19.

As a result of SAF's work, the following new organizations, networks, union-run MRCs, unions were formed:¹⁶

1. three new Community-Based Protection Networks in Cambodia;
2. two trade union-supported local networks for migrants in the Lao People's Democratic Republic;
3. one new union was formed (and has made an application to register) in an electronics factory (ITG Electronic (M) Sdn Bhd) in Malaysia
4. one new migrant domestic worker organization in Malaysia (which began as an informal network in 2019); and
5. four new union-run MRCs: two in Indonesia, one in Myanmar and one in Thailand.

A total of seven trade unions were supported by SAF during 2020 to undertake various activities, from organizing women migrant workers and providing vital MRC services, to undertaking advocacy campaigns and participatory research (see Annex N). Through SAF's partnerships, **2,976** women

¹⁶ Per Spotlight Indicator 3.2.4 – Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction.

migrant workers were organized into trade unions, workers' associations and peer networks during the reporting period in Cambodia, Indonesia, the Lao People's Democratic Republic and Malaysia. Further, in order to build cross-border networks, referrals and organizing, leaders of domestic workers' groups in Malaysia and Singapore worked with each other in joint capacity building and joint advocacy.

Creating evidence and knowledge for policy and services (including data collection)

During the reporting period, **37** knowledge products were produced and disseminated by the programme. Further, **25** translations to ASEAN languages were made, ensuring accessibility of several knowledge products, laws and policies.

This year many research and knowledge products pivoted towards COVID-19 responsiveness. In a move towards identifying gaps and providing robust technical support to law and policy development, SAF conducted research (regionally and in Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, Thailand and Viet Nam) to provide for longer-term evidence-based policymaking and informed, quality service provision concerning the rights of women migrant workers, including prevention of violence and addressing the needs of survivors during the pandemic.

Several COVID-19-specific briefs, as well as briefs on longer research studies were published to ensure readability and uptake. Tailored training materials were developed for much of the capacity building mentioned above.

At the regional level, several guidance notes were developed to make sure national stakeholders across the region have guidance and tools to apply standards and frameworks into their areas of competency. These include [a guidance note on migration-sensitive NAPVAW development](#), which was used by national stakeholders in the Lao People's Democratic Republic and Malaysia in the development of their respective NAPVAWs; as well as a guidance note on SOP development (to be finalized), which is being used, although in a draft format, in Thailand and Viet Nam to inform and guide the development of protocols. In addition to technical guidance, tools were produced for the easy use of practitioners upon their request. These tools include the "[Decision Tree: Data Collection on Violence against Women Migrant Workers](#)" aimed at increasing stakeholders' understanding of data collection on violence against women migrant workers, including when and how to safely and ethically collect data. Moreover, a set of briefs laying out the business case to employers for preventing violence and harassment, as well as another advocating for full sex-disaggregation of labour migration statistics in the region will give stakeholders the rationales, evidence and tools needed to ensure processes for gender mainstreaming. Additionally, a [Media-Friendly Glossary on Migration: Women Migrant Workers and Ending Violence against Women – EVAW Edition](#) is now available for journalists, researchers and other practitioners.

This glossary, which builds on previous ILO glossaries, clarifies rights-based terminology and definitions in order to shift regional discourse, and thus, attitudes.

Several new regional studies were also initiated in the period – to be published in 2021. A research with SOGIESC¹⁷ migrants about their experiences in labour migration was initiated, including both positive experiences and any of discrimination, harassment or violence. Additionally, a large study on women migrant workers' experiences of violence in the Cambodia–Thailand, Lao People's Democratic Republic–Thailand and Myanmar–Thailand migration corridors was also started. Methodologies shifted significantly to ensure both researchers and participants are safe during the pandemic. In order to accommodate ethics around VAW research during the pandemic, a study utilizing big data analysis was piloted to understand what migrant workers, including women migrant workers, are searching for online and what they are talking about on public platforms. Initial results show that during the COVID-19 pandemic migrant workers' mental health is a major concern.

Shifting attitudes and behaviours

The programme harnessed primarily online events and opportunities throughout 2020 to shine a spotlight on the issue of violence faced by women migrant workers (especially in time of COVID-19), as well as on trafficking in persons and on the aims of the Spotlight Initiative itself. In the reporting period, the programme led specific awareness and outreach activities to advocate for changing attitudes and behaviours towards women migrant workers and for challenging the norms that enable the violence faced by women migrant workers.

During a time of lockdowns and quarantine, the outreach of SAF through mainstream and social media has enabled the programme to stay connected with its target stakeholders and to reach the public at large. During the reporting period, SAF led frequent social media outreach activities – both at the regional and national levels – to address knowledge gaps and confront negative attitudes towards women migrant workers, and to ensure discussions on violence prevention and trafficking are at the forefront of pandemic response. In order to advocate for changing attitudes and behaviours towards women migrant workers and to challenge the norms that enable violence faced by women migrant workers, the SAF programme has harnessed notable events and led specific awareness and outreach activities on:

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

¹⁷ SOGIESC is an abbreviation for sexual orientation, gender identity and expression, and sex characteristics.

As a response to the emerging needs during COVID-19 and to acknowledge the key role played by frontline service providers in responding to the heightened risks of violence and abuse faced by women migrant workers, a story series – “**Lives on the Frontline: Reaching Women Migrant Workers amid the COVID-19 Pandemic**” – was launched by SAF during the 16 Days of Activism, putting a focus on 16 front-liners. These events provided platforms for shining a spotlight on the issue of violence, abuse, harassment and exploitation faced by women migrant workers, and have brought visibility to the EU–UN Spotlight Initiative in South-East Asia.

Anti-trafficking approach by SAF

While VAW, forced labour and trafficking can be seen as distinct in definitional terms (albeit overlapping in practice), the drivers that allow them to exist are rooted in the same structural inequalities. This means that where a woman faces the risk of one, she often faces multiple risks. SAF is approaching anti-trafficking through action on systemic root causes: gender inequality, unfair labour migration and violence against women migrants.

VAW is an expression of power and control by men or a person of authority ¹ over women. Such power relations can also be significant factors in the trafficking of women. The result of this discrimination is that the majority of women migrant workers' work is undervalued, unprotected (by labour laws or social protection), low paid, and in informal sectors. Violence and harassment are not uncommon, and much of women's migration is limited to irregular migration channels. Women who migrate irregularly and/or are employed in informal sectors are at heightened risk of exploitative and abusive labour migration conditions that can amount to VAW, forced labour and/or trafficking. With limited access to information and services, and facing the fear (or reality) of unemployment, arrest, detention, deportation or further violence, the ability to escape these scenarios is limited.

When labour migration becomes both safe and fair for women, incidences of trafficking will decline. In strengthening systems for gender-responsive labour migration and by addressing the knowledge, attitudes and behaviours that perpetuate violence and forced labour of migrant women, the programme aims to contribute to the reduction of the enabling environment in which trafficking, (and VAW and forced labour) thrive.

How Safe and Fair contributes to anti-trafficking:

- Prevention: Taking a systemic approach to norms and behaviours that perpetuate VAW, forced labour and trafficking of women;
- Response: Ensuring gender-responsive and survivor-centred services are available for all migrant women, no matter their status, cooperation with authorities or identification; and
- Empowerment: Informed by the voices of women and rooted in the investment in women's voice, choice and agency.

Focused anti-trafficking work in 2020

Beyond building safe labour migration systems and working to eliminate violence against women migrant workers, the programme has specifically worked within the anti-trafficking framework in the following ways:

1. **Cambodia** – Supporting the Ministry of Women's Affairs to implement a national action plan on violence against women, including trafficking in persons. Prevention of trafficking in persons through raising awareness among women migrant workers at the community level.
2. **Indonesia** – Technical support to the regulation on the protection of women migrant workers of the Ministry of Women's Empowerment and Child Protection, including trafficking-related referral mechanisms. Shelter provision to victims of trafficking in women's centres. Information dissemination to women migrant workers on VAW and trafficking. Local referral mechanisms with SOPs in West Java.
3. **Lao People's Democratic Republic** – Technical inputs to the 2nd National Plan of Action on Prevention and Elimination of Violence Against Women and Violence Against Children (2021–2025) to include trafficking in persons by addressing services for survivors of trafficking in persons or for those who are at risk. Increasing awareness about trafficking in persons.
4. **Myanmar** – Technical input to the national Anti-Trafficking Working Group. Quarantine centre GBV and trafficking awareness campaigns. Technical input to the draft legislation on anti-trafficking.
5. **Malaysia** – MRC support through CSO Tenaganita for trafficked persons, including shelter, hotlines, reporting and assistance to exit situations of trafficking. Technical support to MAPO for the drafting of the NAP TIP. Participation in the technical committee for NAP TIP drafting. Support for the Women's Aid Organization to operate helplines for survivors of violence and trafficking.
6. **Philippines** – Establishment of MRCs, OFW desks and local government units with the aim of preventing trafficking and illegal recruitment. Draft of the Federal Law on Gender-Responsive COVID-19 Crisis Response for Women Migrant Workers Subject to Violence.
7. **Thailand** – Continued direct support to shelter for trafficked persons (with the International Organization for Migration). Capacity building of shelter staff. Trade union MRC SERC trafficking prevention work. Capacity building for the national 1300 hotline, including on referrals related to trafficking.

8. **Viet Nam** – Technical input to the Law on Vietnamese workers working abroad on contracts. Technical inputs to the Standard Operating Procedures for Supporting Overseas Vietnamese Women Victims of Violence, Abuse, Sexual Harassment and Trafficking in Persons.
9. Migrant Worker Resource Centres (MRCs) in **eight ASEAN countries** provide information on safe and regular channels of migration, reducing the risk of trafficking for women migrant workers and their families. They also provide contact information in case of trafficking.

UNODC collaboration: Linking ERAW and anti-trafficking systems and actors

In collaboration with the United Nations Office on Drugs and Crime (UNODC), capacity development of police and justice officials was undertaken in order to support more effective access to justice and reparation remedies for women survivors of violence, coupled with referrals and provision of quality essential services.

SAF contributions to draft political documents in Malaysia – especially the National Plan of Action on Anti-Trafficking in Persons (2021–2025) – benefited from the technical expertise of the UNODC to better protect survivors of trafficking through rights-based and gender-sensitive approaches. It is anticipated that the NAPTIP will be approved by the Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (MAPO) in early 2021. Furthermore, inputs and recommendations on gaps related to the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act, Protection Order and Interim Protection Order were also made by the UNODC in Malaysia. Inputs towards the development of the Standard Operating Procedure for Supporting Overseas Vietnamese Women Victims of Violence, Abuse, Sexual Harassment and Trafficking in Persons were also provided in 2020. This work will continue into 2021.

¹ For example, violence against women domestic workers may also be perpetuated by women employers.

Engagement of women migrant workers and CSOs (including women's movements and migrant workers' movements)

Women migrant workers and their representative organizations have been an integral part of the implementation of programme activities, particularly during the pandemic, as they sometimes have access to communities that other service providers do not have. In the process of law and policy reform, SAF has facilitated women migrant workers and their representative CSOs to provide their perspectives into law revisions, and provided space for them to engage with policymakers.

At both the national and grassroots levels, SAF has strengthened partnerships with CSOs, women's networks and community-based organizations. Many of these networks and organizations are women-led, and crucially, some are led by women migrant workers. SAF facilitated the establishment as an organization of a woman migrant domestic worker group in Malaysia through its partnership with the International Domestic Workers Federation. Building the strength of civil society, women-led groups, and especially women migrant worker-led groups is an important aim of SAF.

During COVID-19, the partnerships with CSOs, women's networks and community-based organizations have been crucial to ensure the emerging needs of women migrant workers were being addressed in a timely way, and so that SAF remains relevant.

Civil society engagement

SAF worked with 64 CSOs¹ in 2020. Key civil society partners financially supported during this reporting period include:

Cambodia

1. Cambodia Women's Crisis Centre
2. CARE Cambodia*
3. Child Helpline Cambodia*
4. Legal Support for Women and Children+

Indonesia

5. Jaringan Buruh Migran*

Malaysia

6. North-South Institute+
7. Persatuan Sahabat Wanita Selangor*
8. Project Liber8*
9. Tenaganita
10. Women's Aid Organization*

Myanmar

11. Future Light Centre+
12. Women Organization Network

Philippines

13. Center for Migrant Advocacy*^
14. Development Action for Women Network (DAWN)
15. Institute of Politics and Governance
16. Migrant Forum in Asia*+
17. National Association for Sikolohiyang Pilipino*
18. Para Sa Sining
19. Talikala

20. University of the Philippines College of Mass Communications

21. Women and Gender Institute of Miriam College[^]

22. Women's Legal and Human Rights Bureau[^]

Singapore

23. Center for Domestic Employees

24. Humanitarian Organization for Migration Economics[^]

Thailand

25. Foundation for Labour and Employment Promotion

26. Foundation for Women⁺

27. MAP Foundation⁺

28. Migrant Workers' Rights Network⁺

29. Peaceway Foundation (Migrant Working Group)

30. Raks Thai Foundation^{^+}

31. Thailand Development Research Institute

Viet Nam

32. Center for Studies and Applied Sciences in Gender-Family-Women and Adolescents (CSAGA)

33. Institute for Social Development Studies[^]

International and regional

34. ASEAN SOGIE Caucus⁺

35. Business for Social Responsibility

36. Edge Effect

37. Equality Institute

38. International Domestic Workers Federation^{*}

39. Mekong Migration Network^{*}

Notes:

¹ List is inclusive of CSOs, associations, academic institutions, and mass organizations (it does not include trade unions).

^{*} Indicates that award was given in 2019, thus the CSO is not included in the 2020 Annex C. However, work with the partner continued in 2020. Please see 2019 Annex C.

[^] Indicates inclusion in 2019 Annex C and 2020 Annex C as new/additional funds were given to the partner.

⁺ Indicates sub-partner of primary awardee.

Leave No One Behind

The **Leave No One Behind (LNOB) principle** has always been core to SAF work, given that every measure taken by the programme is a step towards the inclusion of otherwise marginalized women migrant workers in law, services, social networks and unions, not to mention community and workplace inclusion more broadly. However, this principle was particularly critical during the COVID-19 pandemic. For the services being offered, especially in countries of origin, SAF

concentrated on expanding the target groups to include women migrant workers and on lowering barriers for them by hiring 24/7 interpreters for helplines and strengthening the communication skills of service providers to be non-discriminatory. For undocumented women migrant workers this was extremely critical. Where COVID-19 response protocols were being developed, SAF advocated for the inclusion of women migrant workers as one of the groups who require tailored services to meet their unique needs. Furthermore, the programme is including gender identities in different knowledge products, tools and narratives, in recognition of the need to address gender-based violence beyond the binary.

Contextual shifts and implementation status

This document covers reporting progress of the European Union (EU)-funded Spotlight Initiative Safe and Fair programme (henceforth referred to as “SAF”) in 2020. Implementation at all levels continues to link labour migration, ending violence, and prevention of trafficking.

In 2020, several more SAF targets of the five-year programme were “met” and others are on track (see Annex A – Results Framework), SAF has fully achieved 30 per cent of its targets (seven targets), and is at least halfway to achieving 52 per cent more (12 targets).¹⁸ Seventeen per cent are “off track” (four targets), mostly due to COVID-19-related slowdowns to SAF work. This is elaborated further in the Challenges and Mitigation Measures section as well as in indicator-specific footnotes in Annex A – Results Framework.

The project has delivered approximately 89 per cent of the total tranches received as of December 2020. Please note this includes expenditures and encumbrances of ILO and UN Women. Please kindly refer to the official financial report of 2020 for more information.

The programme is currently undergoing an independent Mid-Term Evaluation, with a final report anticipated mid-2021. This will give a further and independent assessment of SAF’s effectiveness, efficiency and progress.

Specific developments during 2020 that have contextual impact on the programme include:

- During COVID-19, stress, the disruption of social and protective networks, and decreased access to services exacerbated the risk of violence for women, including women migrant workers. The political deprioritization of violence against women (VAW) response and prevention emerged as a major challenge in many countries. Many services to respond to violence against women, including women migrant workers shifted to the COVID-19 responses. From the start of the pandemic, SAF has urged the international community, individual governments, employers, trade unions and civil society to prioritize the prevention and response of violence against women, including women migrant workers; to declare

¹⁸ Percentages are calculated based on indicators that are measurable by the programme now; that is, not including those that will only be measured at the endline.

VAW services as essential; and to adapt those services to remote modalities. SAF has welcomed and aligned its work to the United Nations (UN) Secretary-General Political Engagement Strategy on gender-based violence (GBV) and COVID-19, urging States to make the prevention of violence against women and girls (VAWG) a key part of their national response plans for COVID-19.

- Hotlines responding to incidences of violence have reported increased calls. In Singapore, AWARE's Women's Helpline received 33 per cent more violence-related calls in February 2020 compared to the same month last year. In Malaysia, the Talian Kasih hotline for women and children reported a 57 per cent increase in calls while the national movement control order has been in effect, and the Women's Aid Organisation (WAO) has reported a 40 per cent increase in calls about violence to their hotline.
- Particular impacts on Association of Southeast Asian Nations (ASEAN) women migrant workers include:
 1. Women migrant workers who still have jobs, are at an increased risk of workplace violence, abuse and exploitation.
 2. Returnee women migrant workers are vulnerable to violence and harassment on their journeys back home and in mandatory COVID-19 quarantine facilities.
 3. Increased risks of intimate partner violence in lockdowns, whether in destination countries or upon return home, are high as family members spend more time in close contact and families cope with additional stress and economic losses.
 4. Public attitudes towards women migrant workers in several destination countries in ASEAN were generally not positive even before the pandemic. The spread of narratives blaming outsiders for bringing the virus only exacerbates the discrimination women migrant workers face. In some ASEAN countries of origin, migrants are being quarantined on the outskirts of their villages and face discrimination as possible carriers of the virus.
- During emergencies such as the COVID-19 outbreak, migrant women affected by violence could face more difficulties in accessing essential services.
- Many services addressing violence have been closed or downscaled. Resources and priorities have been diverted to more traditional, immediate humanitarian responses (such as cash and food distribution), and away from gender-based violence services. Supported by the EU's timely approvals, SAF's response has been to work very closely with wide service provider networks and partners to help them stay operational, relevant and skilled (for digital service provision for instance), and through provision of personal protective equipment (PPE) and information on the heightened risks of violence, including information on where women migrant workers can seek help and support to remain safe and access services. See more on contextual shifts in SAF's 2020 publications (Output 3.1), particularly "[COVID-19 and Women Migrant Workers in ASEAN](#)".

- In response to COVID-19, countries in the ASEAN region implemented measures to prevent the spread of the pandemic that had an outsized effect on women migrant workers. The measures included lockdowns, quarantines, closures of businesses and service-providing organizations, and national border closures. Policy responses in the region have in some countries included facilitating visa extensions so that women migrant workers can keep their jobs without doing a regularly required circular trip back home. But in other countries/instances, women migrant workers have faced immigration raids, detentions, repatriation, or forced and sudden isolated quarantines in crowded migrant dormitories.

As a country-level example, the International Domestic Workers Federation (IDWF) – an SAF partner – reported at year's end:

“The pandemic continues to have impacts on migrant domestic workers in Malaysia. Until December 2020, around 25 per cent of our Indonesian and Filipino affiliated unions' members (mostly live-out migrant domestic workers) were unable to go back to work and [some have] have up to 50 per cent less income. Racism and harsh immigration measures/raids keep on increasing, targeting undocumented migrants.

“Our organizer and union leaders on the ground keep on getting cases – mostly of unpaid salary, illness. Some [domestic workers] also report being physically and sexually harassed.”

Throughout the region many businesses ceased operations or reduced working hours, resulting in a large drop in available opportunities for decent work for women migrants and a reduction in social protection. In all, 81 million jobs have been lost in Asia and the Pacific.¹⁹ An SAF study²⁰ (together with other ILO projects) indicated that among women migrant workers who remain employed some have been forced or coerced to continue work in unsafe conditions and/or without sufficient protective equipment. The mental health impacts of job losses and isolation have been significant, and when increases in VAW are added to that, it is indeed a compounded crisis. SAF has strived to respond nimbly, and according to local needs, providing: PPE in some places, safety planning tools and service directories for women experiencing violence and abuses, and law and policy support related to COVID-19 specific measures (see box below).

¹⁹ ILO. “81 Million Jobs Lost as COVID-19 Creates Turmoil in Asia-Pacific Labour Markets”, 15 December 2020.

²⁰ ILO. “Experiences of ASEAN Migrant Workers during COVID-19: Rights at Work, Migration and Quarantine during the Pandemic, and Re-migration Plans”, ILO Brief, 3 June 2020.

Snapshot of COVID-19 responses by the Safe and Fair programme

In line with the World Health Organization guidelines to prevent the spread of COVID-19 and with global guidance on GBV in emergencies (which gives top priority to services), SAF prioritized key interventions in line with both short- and long-term strategies, including:

Improved and continual service provision and information sharing

1. PPE kits and information packages on violence against women migrant workers and on COVID-19 provided to returnee women who are residing in quarantine centres to support increased safety for women.
2. Hotline services in countries of destination were supported to be able to engage women migrant workers in their own languages, which resulted in greater access to services. Building capacity of first responders, including hotline operators, to confidentially respond to women migrant workers' cases resulting in greater availability of essential services for women migrant workers who may be left behind when nationals are prioritized.
3. Legal aid and case management services provided and facilitated for access to justice for women migrant workers who may have been unfairly dismissed or who have faced violence, harassment, abuse and/or exploitation; ensuring support to the women.
4. Organizations specialized in addressing violence against women migrant workers supported to remain operational, including with enhanced capacities to provide remote service provision.
5. Update and translation of service directories to take stock of developments brought about during the COVID-19 pandemic, as well as dissemination of directories through key partners, peer networks and civil society organizations (CSOs), resulting in greater access to information concerning safety and services for women migrant workers.
6. Essential services providers from all sectors, including Migrant Worker Resource Centres (MRCs) and CSOs, have personal protective equipment and protocols in place to protect themselves and others from COVID-19, without compromising the accessibility and responsiveness of services.
7. Technical and other support to shelters and quarantine facilities hosting women migrant workers to promote gender-responsive management of the facilities.
8. Quality psychological counselling to frontline service providers operating during the pandemic to cope with stress, resulting in better services being provided to women migrant workers.

9. Given that in-person outreach to women migrant worker communities was not possible under lockdowns, use of traditional media, radio and social media messaging was increased, and systems were adopted to supply pamphlets to village leaders/quarantine frontliners who then passed them on to women in their villages/quarantine, resulting in women being able to access timely and credible information.
10. Safety plan checklist developed and disseminated, including to women migrant workers, with key information on what to do if exposed to violence and abuse.

Policy advocacy

11. Advocacy with governments to make sure that risks of violence that women migrant workers face during the crisis are not ignored.
12. Advocacy with governments and employers to allow migrant workers to extend their visas and work permits and/or extend deadlines for renewals until movement restrictions and other lockdown measures are lifted.
13. Advocacy with employers and governments to extend health and social services to all migrant workers, including women and those who are undocumented, especially when faced with violence, illness, or sexual and reproductive health and rights needs. This should include access to COVID-19 testing and medical services.
14. Advocacy with governments to allocate resources to keep essential services for survivors of violence operational, including shelters and health, police, psychological, social and justice services.

Supporting women migrant workers networking and organizing

15. During the COVID-19 pandemic SAF partners supported cross-border information sharing and network building among women migrant workers, especially among migrant domestic workers.

- The 2020 United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) report on Sustainable Development Goal (SDG) implementation in Asia and the Pacific notes, “Progress has been slow across all subregions [in Asia and the Pacific] on goals related to gender equality [and] South-East Asia is the only subregion that has regressed on Goal 10 [reduced inequalities].”²¹ The region has made progress fighting extreme poverty and on quality education particularly. However South-East Asia is also regressing on Goal 16 (peace, justice and strong institutions). Though there has not

²¹ UNESCAP, *Asia and the Pacific SDG Progress Report 2020* (2020), 27, 31.

been overall regression, progress on Goal 8 (decent work and economic growth) in the subregion is minimal.

- In several countries in the region, civil society space is being reduced, and freedoms of speech increasingly curtailed, with communications sent to the Human Rights Council related to arrests, detention, violence and harassment against migrant workers, academics, LGBTQI+ persons ²², journalists, and human rights defenders in Cambodia, Malaysia, Myanmar, the Philippines, Thailand and Viet Nam in 2020. ²³ Nonetheless, SAF has gathered CSOs from ASEAN countries for a significant number of meetings and trainings (mostly virtually), in addition to National and Regional Programme Advisory Committee meetings throughout 2020, carefully maneuvering to maintain balance and engagement with partners across sectors, government and civil society.

Programme Governance and Coordination

Project Steering Committee

In 2020, as per the terms of reference, two Project Steering Committee meetings were held – the first in April and the second in September. SAF Project Steering Committee (PSC) Meetings were virtually, co-chaired by the EU, ILO and UN Women, with participation of the United Nations Office on Drugs and Crime (UNODC) and the Spotlight Secretariat. During the meetings, implementation progress since the previous PSC and COVID-19 response plans were shared, and national and regional workplans were discussed and approved by its members. The PSC meetings resulted in approval of revisions to workplans, repurposing of funds for COVID, sharing of coordination measures being undertaken by SAF, discussions on the Mid-Term Evaluation of SAF and finding solutions to implementation challenges. The PSC in September was also joined by EU Delegations and was followed by a webinar open to EU Delegations in South-East Asia. As a follow up to a previous PSC, SAF developed and shared a brief capturing SAF as a case study of UN reform in practice.

Regional Programme Advisory Committee

The Regional Programme Advisory Committee (RPAC) comprises representatives from ASEAN institutions and ASEAN-level partner organizations (including employers, trade unions and civil society), the EU Delegation to ASEAN, as well as the CSO representative from Asia to the global Spotlight Initiative Civil Society Advisory Group. The RPAC provides technical guidance and oversight to ensure the programme stays aligned with ASEAN priorities. In the annual meeting

²² The term “LGBTQI+ persons” refers to lesbian, gay, bisexual, trans and intersex persons, and persons with other related characteristics.

²³ Office of the High Commissioner for Human Rights, “Communications Sent Report”.

in November 2020, the RPAC reviewed the key medium-term regional priorities in the areas of elimination of violence against women (EVAW) and labour migration, and received an update on national and regional results and approved the regional workplan for 2021. The progress of SAF at the regional level with regard to linking with the priorities of ASEAN and in ASEAN, as well as making linkages with selected national initiatives were noted by the members of the RPAC.

National Programme Advisory Committees

The National Programme Advisory Committees (NPACs) generally comprise lead ministries working on labour migration, gender equality and women's rights as co-chairs of the committee, with diverse stakeholders as members. Where there are no dedicated women's ministries and where departments for women are not serving co-chairs, SAF has supported these departments to elevate their presence and voice in labour migration governance discussions in and through the NPACs.

Multi-stakeholder NPACs were convened in close coordination with the EU Delegations in Indonesia (December), the Lao People's Democratic Republic (January and December), Malaysia (December), Myanmar (February and September) and Thailand (October) to review results and to discuss and finalize the national workplans. NPACs provide technical and strategic guidance and governance to the programme at the national level. The NPAC meetings helped the programme ensure that SAF activities in 2020 remained aligned with national priorities. In **Cambodia** the NPAC will be held in 2021. While NPACs are mainly set as governance mechanisms for programme implementation, they have opened spaces for engaging with diverse stakeholders, including women migrant workers engaging in dialogue with policymakers. Often women migrant workers, especially those who are abroad, are not involved or even consulted in development programming for countries of origin. It is important their voices and concerns be heard to ensure that the various support services already in place are accessible and meet their needs. An example can be found in Indonesia, where Indonesian women migrant workers who work in **Hong Kong (China), Malaysia, Singapore, and Taiwan (China)** attended the December 2020 NPAC. This NPAC was convened together with a dialogue on labour migration placement and protection services during the pandemic, providing an opportunity to improve cross-border understanding between Indonesian policymakers and Indonesian women migrant workers who are currently abroad.

In the **Lao People's Democratic Republic**, two NPACs were held, one in January and one in December of 2020, co-chaired by the Ministry of Labour and Social Welfare (MOLSW) and the Delegation of the EU to the Lao People's Democratic Republic. Key partners – the MOLSW and the Lao Federation of Trade Unions (LFTU) – reported progress, and the NPAC reviewed the workplans for 2020 and 2021 at the respective meetings. The Lao NPACs bring together stakeholders who form the NPAC secretariat, from MOLSW; LFTU, Ministry of Foreign Affairs; Ministry of Public Security; Ministry of Planning and Investment; Lao Youth Union; National

Committee for Advancement of Women; Lao Women Union; Lao National Commission for Advancement of Women, and Lao National Chambers of Commerce and Industry.

The **Malaysia** NPAC was held online in December 2020; it was chaired by the Ministry of Human Resources and attended by 35 representatives from government ministries and departments, the UN Resident Coordinator's Office, the EU Delegation to Malaysia, and civil society and women's rights organizations. SAF's implementation in the country was presented together with the workplan for 2021. During the meeting, participants discussed how they may be more involved in SAF's work, including: the development of Malaysia's National Action Plan on Trafficking in Persons and National Action Plan on Elimination of Violence against Women; how the reach of SAF's work may be extended to different parts of Malaysia; and how tools and outputs developed by SAF may be disseminated and used by other stakeholders.

In **Myanmar**, the Minister of Labour, Immigration and Population and the Minister of Social Welfare, Relief and Resettlement opened the March NPAC meeting, with stakeholders from the EU, UN Resident Coordinator, various government departments and ministries, recruitment agencies, trade unions, civil society and women's organizations. The NPAC discussed emerging issues, including in relation to anti-trafficking efforts; provided strategic direction and advice in line with country priorities; and monitored progress towards results. The NPAC resulted in several useful suggestions for programme implementation, and provided senior policy level engagement with and commitment to SAF.

In the **Philippines**, in particular, the NPAC has a very inclusive nature, with participation from more than 30 organizations working on labour migration, ERAW and trafficking. Under the leadership of the Overseas Workers Welfare Administration and the Philippines Commission on Women, the NPAC structure has been successful, even during the time of COVID-19, when meeting and holding an NPAC was not possible. The 3rd NPAC meeting had been planned for March 2020 and was suspended after the Government imposed a mandatory community quarantine in Metro Manila starting in mid-March. The lockdown was continually extended since that time. Special virtual NPAC meetings were held on 7 April and 8 May, and focused on the COVID-19 situation, impacts, services and responses for overseas Filipino workers (OFWs), especially women. Finally, an NPAC planned for Q4 2020 did not take place because from mid-October to mid-November six typhoons swept through the country and NPAC members needed to put urgent, focused energies on relief and rehabilitation.

In **Thailand**, the NPAC was held in October 2020. SAF presented its progress and the results of programme implementation, as well as the workplan for 2021, to the members of the Committee. The meeting acknowledged the progress of activities conducted during 2019 and 2020, and took stock of the COVID-19 measures being supported by SAF, especially support to CSOs. The Committee endorsed activities as proposed in the workplan.

Civil Society Reference Group

Following advice and guidance from Spotlight Initiative, terms of reference for an ASEAN CSO Reference Group were developed, members were identified and two meetings were organized in August and November. The objective of the first meeting of the CSO Reference Group was to strengthen engagement with CSO representatives; while the second meeting focused on updates and information sharing on the 16 days of activism and on global initiatives, such as the Secretary General's political engagement strategy on COVID-19 and GBV, to create interest and commitment among partners. A total of 17 individuals from CSOs across the ASEAN region participated (two per country for eight countries, plus one from the Global CSO Reference Group). The members work as part of organizations or in their individual capacities on women's rights, anti-trafficking, EVAW, domestic workers' rights and labour migration.

The CSO Reference Group is supported by the programme budget, though up to now meetings have been online due to COVID-19. The group does not have a Workplan.

Inter-agency coordination, technical committees and other governance mechanisms

For inter-agency coordination, please see the Programme Partnerships section below. This section includes a sample of further mechanisms that SAF has joined or created.

At the onset of the pandemic, considering SAF was not meant to be a humanitarian programme, a connection was created between SAF and the Regional Emergency GBV Advisors from the GBV Area of Responsibility, and a training session was organized on GBV in emergencies and migration, with the aim to build the capacities of not only partners across the region but also SAF staff members who had never responded to VAW in the context of migration in emergencies. The GBV Area of Responsibility resources on GBV programming in emergencies, such as the GBV pocket guide, have been used to build the capacities of service providers throughout the year and were adapted to the work on trafficking and migration.

The SAF team contributed to the Asia-Pacific UNiTE Working Group to End Violence against Women, co-chaired by UN Women and the United Nations Population Fund (UNFPA), through its workplans, coordination meetings and reporting of the results.

The SAF team has been engaged in discussions (**Indonesia, Philippines, Viet Nam**) related to the Global Compact on Migration, national action plans, voluntary reviews along with other ILO and UN Women colleagues coordinating with the International Organization for Migration (IOM) and other UN agencies. In Viet Nam, SAF is supporting the Ministry of Foreign Affairs in developing communications strategies for women migrant workers as part of the implementation of the Global Compact on Migration National Plan.

SAF with the MOLSW of the **Lao People's Democratic Republic** coordinated Migration Networking Group meetings throughout the year. These networking meetings provided a good opportunity for all partners and stakeholders to exchange experiences and lessons learned on supporting migrant workers in the country, to ensure initiatives build synergies and to ensure that there are consultative dialogues among key stakeholders and ministries on labour migration and ending violence.

SAF participates in the national **Myanmar** Human-Trafficking Working Group, cooperating with the Anti-Trafficking Police, the Ministry of Home Affairs, and other government departments; UN agencies; and CSOs. SAF also is part of the Women and Participation Technical Working Group under the National Strategic Plan for the Advancement of Women. These engagements support programme implementation by ensuring interventions are strategic and non-duplicative.

Philippine stakeholders working on sex-disaggregation of labour migration data agreed to develop **three Communities of Practice** to strengthen data around the following three clusters: International Labour Migration Statistics database (ILMS), non-ILMS data, and VAW-related Philippine migration data. Through exchange of information, SAF contributed to strengthening data collection.

The **Philippines** NPAC created two additional Task Forces in 2020 to deal with specific and important concerns arising from the COVID-19 pandemic, which needed urgent coordination and collaboration among SAF NPAC members and partners, especially to chart pathways and processes:

- a. **SAF Philippines Task Force on Reintegration:** This task force with 46 participants (33 women) from government, employers, workers, and CSOs met in August to discuss reintegration needs, issues and strategies to respond to the mass return/repatriation of OFWs, including women, due to the pandemic. In response, SAF developed a flowchart of “reintegration advisors and pathways” (see Annex F). This flowchart will be further developed with the changing context. The task force reviewed the situation, issues and impacts of the COVID-19 pandemic as well as the responses/programmes for the more than 500,000 Filipino/as who have been displaced abroad.
- b. **SAF Philippines Task Force on Psychosocial Support:** This task force (23 tripartite-plus participants – including 21 women) met in September to discuss the situation, needs and responses related to mental health and psychosocial services for women migrant workers. The task force proposed a flowchart and areas of collaboration for providing psychosocial support, especially to women OFWs and their families. These flowcharts of processes and stakeholders were critical in the context of unprecedented pandemic-related challenges.

UN Sustainable Development Cooperation Framework

SAF contributes to the United Nations Sustainable Development Cooperation Framework through alignment with ILO's Decent Work Country Programmes and UN Women's Impact Results Area on Ending Violence against Women. Through engagement with UN Country Team Results Groups working on ending violence against women, SAF contributes to the implementation of the Framework.

Programme partnerships

As a programme that brings together the mandates of several types of line ministries and departments, and that works with diverse partners of ILO and UN Women, in addition to other meetings the programme hosts, SAF's Programme Advisory Committee meetings both regionally and nationally continue to be important for building consensus on priorities for the programme, breaking silos in approaches, and for growing and deepening partnerships. Programme Advisory Committees are attended by government officials; international non-governmental organizations; trade unions; employers; CSOs, including women's organizations; and recruitment agencies (see Programme Governance and Coordination section above).

In order to achieve programmatic results, in 2020 SAF engaged with diverse stakeholders and established partnerships at the local, national and regional levels, as below.

1. Government

At the national level, SAF has contributed to enhancing the collaboration between ministries of labour and ministries of women in all countries, thus creating an enabling environment where work on ending violence against women (EVAW) and labour migration are conceived in an intersecting manner. This ongoing effort has contributed to shaping political discussion across the region.

Of the programme's partners, 29 are from government, as listed in Annex N.²⁴ This annual report gives details of activities and results with government partners in the section on Results below, specifically the subsections focusing on the following outputs:

- Outputs 1.1 and 2.1, which are focused on working with government toward law and policy reform;
- Outputs 1.2, 2.2 and 2.4, which include capacity building of government officials;
- Outputs 1.4, 2.3 and 2.4, which work with government to enhance service provision; and
- Output 3.2, which gives support to government data collection capacity.

²⁴ Annex N lists those partners to which SAF contributed technically and financially, and which are subsequently implementing activities to protect the rights of women migrant workers.

Some highlights of government partnerships from across the region include:

- In **Cambodia**, SAF successfully supported the Ministry of Women's Affairs for the adoption of the new Third National Action Plan on Violence Against Women (2019–2023) by providing technical inputs to ensure the Plan includes violence against women migrant workers. In 2020, the SAF partnership with the Ministry of Tourism continued, supporting women's access to skills training and apprenticeships in tourism. SAF crucially partnered with the Ministry of Labour and Vocational Training via Provincial Department of Labour and Vocational Training and the National Employment Agency to operate two MRCs in Kampong Thom and one in Siem Reap, providing essential services, information, counselling and legal aid to women migrant workers.
- In **Indonesia**, SAF has engaged with the Ministry of Women's Empowerment and Child Protection to develop the Protocol for Handling Cases for Gender-based Violence and Human Trafficking of Indonesian Women Migrant Workers during the COVID-19 Pandemic. SAF is continuing its support on the implementation of the Protocol at the national and local levels. As requested by the Ministry of Manpower, SAF developed a Guideline for the Services Providers on the Migrant Worker Placement during the New Normal Period, which was integrated into Minister of Manpower Decree No. 294/2020. SAF is engaging with both of the above ministries on gender-responsive labour migration policies. While the Decree covers both men and women migrant workers, with many women migrating from Indonesia, the law will protect women migrant workers. Joint participatory action research towards a Village Based Model of labour migration governance was jointly conducted with the Ministry of Manpower and a migrant workers' union. This research contributed towards the development of a framework and tool for the implementation of Law 18/17 (articles 41 and 42) on the role of subnational government in delivering gender-responsive services to migrant workers and their families, which has been adopted and funded by Village Government in Ploso, Blitar, to establish a Village Information and Services office and Task Force. To support the implementation of subordinate regulations and to strengthen the coordination between village and district level governments in providing gender-responsive support services, the Ministry of Manpower and subnational government at the provincial and district levels have agreed to pilot an integration between the government-run One-Roof Integrated Service Centres (LTSA)s ²⁵ and the MRCs in Blitar, Cirebon, Tulungagung and East Lampung. As the first response to the COVID-19, the Ministry of Women's Empowerment and Child Protection and SAF disseminated PPE kits to Indonesian returnee women migrant workers with information packages on violence against women migrant workers and key contacts of service providers. At the local level, SAF supported the establishment of a referral mechanism in West Java with

²⁵ In Bahasa Indonesia, LTSA is an abbreviation for Layanan Terpadu Satu Atap.

standard operating procedures (SOPs), through its partnership with the P2TP2A²⁶ and other key organizations.

- In the **Lao People's Democratic Republic**, SAF supported the Ministry of Labour and Social Welfare to operate MRCs, enhancing women migrant workers' access to information on safe and fair migration and information on services to address violence. The programme is continuing to support the National Commission for Advancement of Women, Mothers and Children to include women migrant workers in the Second National Action Plan on Violence against Women, which has been delayed due to COVID-19.
- In **Malaysia**, SAF has been working with the Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (MAPO) and the Ministry of Women, Family and Community Development to develop national action plans on trafficking in persons and violence against women. With MAPO in particular, SAF is part of the taskforce established to develop the National Action Plan on Anti-Trafficking in Persons (2021–2025). The technical inputs from SAF on both policy documents were to include women migrant workers as one of the target groups by specifying the needs of women migrant workers in the response and protection measures. SAF also closely engaged with the Ministry of Human Resources on policy advocacy related to the protection of women migrant workers, especially domestic workers, during COVID-19.
- In **Myanmar**, SAF supported the Ministry of Labour, Immigration and Population in running MRC services through their Labour Exchange Offices. SAF also engaged in discussions on policy reforms for women migrant workers, including developing a short training for women migrant workers migrating to Japan, and on the skills needs of Myanmar women migrant workers. SAF supported the Ministry of Social Welfare, Relief and Resettlement in drafting the Anti-Trafficking in Persons Law, and advocated for the inclusion of forced pregnancy as one of the forms of exploitation in the law.
- In the **Philippines**, SAF is working with local governments- the Negros Occidental Provincial Government, and the Tabaco City Government to establish MRCs. SAF has also joined with the Technical Education Skills Development Authority (TESDA) of the National Capital Region and the Overseas Workers Welfare Administration's National Reintegration Center for OFWs, to create a scholarships and skills training, employment-preparedness and reintegration support programme called #WomenOFWsCanDoIt. Furthermore, SAF is working with the Philippines Commission on Women on the draft Federal Law on Gender-Responsive COVID-19 Crisis Response for Women Migrant Workers Subject to Violence. SAF also collaborated with the Department of Foreign Affairs to strengthen the capacity of embassy officials on collecting and using data on violence against women migrant workers through better coordination.

²⁶ P2TP2A (Pusat Pelayanan Terpadu Pemberdayaan Perempuan dan Anak) is the Bahasa Indonesia abbreviation for the Integrated Service Centre for the Empowerment of Women and Children.

- In **Thailand**, SAF worked with the Ministry of Labour and the Ministry of Social Development and Human Security (MSDHS) on legislative issues related to violence and harassment in the world of work and policies on sexual harassment. SAF worked with the MSDHS and the Office of the Attorney General to enhance the provision of coordinated quality services to address violence against women, including women migrant workers. Furthermore, SAF supported the national 1300 hotline under MSDHS to improve the quality of its services for survivors of violence against women, including women migrant workers. Currently SAF is working with the MSDHS to develop national SOPs.
- In **Viet Nam**, SAF provided technical inputs to the amendment of the Law on Vietnamese Workers Working Abroad on Contract, and to the Legislation Addressing Sexual Violence against Women. SAF continued to work with the Ministry of Foreign Affairs on training foreign service officials on quality coordinated services for their citizens abroad, including women migrant workers. SAF is supporting Ministry of Foreign Affairs to develop SOPs for supporting overseas Vietnamese women who are subjected to violence and/or trafficking.

2. Civil society

By ensuring continuous engagement of women migrant workers and their representative organizations (trade unions and CSOs), SAF has shaped its national and regional priorities around the specific needs of women migrant workers. As a result the programme has been focusing on an inclusive, rights-based, gender-sensitive and human-centred approach that reaches marginalized groups of women (women migrant workers, the undocumented, those who face violence and/or exploitation), ensuring that initiatives **leave no one behind**. For instance, SAF in the Philippines has a strong process of subnational stakeholder engagement via Communities of Practice with CSOs, women's networks and workers' organizations, creating an inclusive national governance mechanism fully embedding the Leave No One Behind principles. SAF engagement on the study of sexual orientation, gender identity and expression, and sex characteristics (SOGIESC) and labour migration and ending violence engages with activists working on LGBTQI+ issues in the targeted countries.

Following global Spotlight practice, SAF established a **CSO Safe and Fair Reference Group** (see Programme Governance and Coordination section above).

Key civil society partners financially supported during this reporting period include ²⁷:

²⁷ Please note the following concerning the list of civil society partners:

* Indicates that award was given in 2019, thus the CSO is not included in the 2020 Annex C. However, work with the partner continued in 2020. Please see 2019 Annex C.

^ Indicates inclusion in 2019 Annex C and 2020 Annex C, as new/additional funds were given to the partner.

+ Indicates sub-partner of primary awardee.

Cambodia

- Cambodia Women's Crisis Centre
- CARE Cambodia*
- Child Helpline Cambodia*
- Legal Support for Women and Children+

Indonesia

- Jaringan Buruh Migran*

Malaysia

- North-South Institute+
- Persatuan Sahabat Wanita Selangor*
- Project Liber8*
- Tenaganita
- Women's Aid Organization*

Myanmar

- Future Light Centre+
- Women Organization Network

Philippines

- Center for Migrant Advocacy**^
- Development Action for Women Network (DAWN)
- Institute of Politics and Governance
- Migrant Forum in Asia**+
- National Association for Sikolohiyang Pilipino*
- Para Sa Sining
- Talikala
- University of the Philippines College of Mass Communications
- Women and Gender Institute of Miriam College^
- Women's Legal and Human Rights Bureau^

Singapore

- Center for Domestic Employees
- Humanitarian Organization for Migration Economics^

Thailand

- Foundation for Labour and Employment Promotion
- Foundation for Women+
- MAP Foundation+
- Migrant Workers' Rights Network+
- Peaceway Foundation (Migrant Working Group)

- Raks Thai⁺
- Thailand Development Research Institute

Viet Nam

- Center for Studies and Applied Sciences in Gender-Family-Women and Adolescents (CSAGA)
- Institute for Social Development Studies[^]

International and regional

- ASEAN SOGIE Caucus⁺
- Business for Social Responsibility
- Edge Effect
- Equality Institute
- International Domestic Workers Federation^{*}
- Mekong Migration Network^{*}

See also Annex N for the full listing of **64 CSO partners**, as well as the work with CSOs highlighted in the Results sections focused on the following outputs:

- Outputs 1.3 and 2.3, which support women's associations and networks;
- Outputs 1.2, 2.2, and 2.4, which include capacity building of CSOs; and
- Outputs 1.4 and 2.4, which work with CSOs to enhance service provision.

3. ASEAN institutions

SAF works with ASEAN institutions to develop their capacity to better advocate for the design and implementation of policies and legislation that promote the rights of women migrant workers and that protect them from violence. A select few are also members of the RPAC.

In support of the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children, SAF collaborated with IOM for an innovative “#HelpisHere” social media campaign aimed at raising awareness on GBV and trafficking among women migrant workers, especially those living and working in Thailand. The campaign promoted the available services for survivors of violence against women migrant workers in Thailand through the national 1300 hotline, under the MSDHS (see also Output 2.4). To reach women migrant workers, a dance competition was organized during the 16 Days of Activism against Gender-based Violence campaign with a dance tutorial to promote the 1300 hotline in a friendly way.

SAF provided technical inputs on the ASEAN Committee on the Implementation of the Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW) 2021–2025 Action Plan, as requested by the Viet Nam Ministry of Labour, Invalids and Social Affairs and the ASEAN Secretariat, and explored collaboration among regional stakeholders, including the ASEAN

Confederation of Employers (ACE), the ASEAN Trade Union Council (ATUC), the Task Force on ASEAN Migrant Workers, the ILO and UN Women to support the ACMW in the implementation of the Action Plan (see Output 1.1). Inputs to the Action Plan advocated for a more nuanced understanding of the concerns of women migrant workers, promotion of their rights, and actions to address violence and harassment in the workplace.

ASEAN Member States are assessing their mid-term progress on the implementation of the ASEAN Regional Plan of Action on Ending Violence against Women to ensure its alignment with survivor-centred and rights-based approaches, with technical support from SAF. Key recommendations have been elaborated through a series of national consultations across the region, with a specific focus on migration. The recommendations drawn from the review process will be reflected in the 2021–2025 work plans of the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children and the ASEAN Committee on Women to further strengthen ASEAN Member States obligations on ending violence against women, especially women migrant workers, and on preventing trafficking (see Output 2.1).

SAF developed a manual for organizing women migrant workers into trade unions, which highlights issues specific to women migrant workers, addressing violence, harassment and abuse, and intersectional identity, and held a consultation to review the manual with the affiliated members of the ATUC. SAF was able to build capacity on and consensus around the importance of organizing women migrant workers into union membership in the region. This is critical for women migrant workers to gain access to services and be able to seek redress in cases of violence, abuse and exploitation.

With the ATUC and the ILO's Bureau for Workers' Activities (ACTRAV), SAF built greater understanding of (27) trade union leaders from nine ASEAN countries (Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam) on the issues and challenges of women migrant workers, especially issues related to violence and harassment, and the importance of adopting different means to organize women migrant workers so that they have access to the support of workers' organizations when in need (see Output 1.2).

The ASEAN Confederation of Employers (ACE, which has members in seven ASEAN countries) participates in the RPAC. In collaboration with the ACE, a set of policy briefs and training materials targeting employers were developed (see Output 3.1). The materials look into areas of gender equality, women's empowerment, women in leadership, and violence and harassment; bring out the experiences of women migrant workers; and reflect on how policies and practices in these areas impact women migrant workers. Resources provide a business case for ensuring that initiatives to enhance gender-mainstreaming, to prevent and address violence and harassment in the world of work, and to ensure fair recruitment and employment practices are extended to women migrant workers. National level trainings among ASEAN employers will be pursued in 2021 (see Outputs 1.2 and 3.1).

4. European Union

SAF has periodic and continued engagement with national EU Delegations. The Delegations are informed of the programme's activities and strategic direction. In several countries, members of EU Delegations have joined different events and Programme Advisory Committees, and have spoken at events. Some EU Ambassadors have been great allies in carrying forward messages to end violence against women migrant workers and in providing visibility to the Spotlight Initiative. After the Project Steering Committee meeting in April 2020, another call was arranged on programme progress for EU Delegations.

In 2020 the EU's partnership has been especially valued, as the EU's approvals have allowed responsive repurposing of funds to respond to urgent COVID-19-related needs faced by women migrant workers. Engagement with EU Communications colleagues has also helped with the visibility of SAF knowledge products, social media messaging.

Further, SAF shared its knowledge with the EU Delegations through a webinar series organized by the DEVCO Academy. SAF spoke about the impact of COVID-19 on trends related to violence against women, including the impact on violence against women migrant workers, labour migration in the context of COVID-19, and the work of SAF and other partners. Specialists in the field of EAW and labour migration served as resource persons in these webinars.

5. Cooperation with other UN Agencies

SAF worked closely with the UNODC to deliver programming in 2020, specifically building the capacity of national stakeholders to support women who have experienced trafficking. The UNODC is a close partner and part of programme governance meetings. Within this partnership, SAF has been able to leverage the technical advisory services and convening power of the UNODC among anti-trafficking stakeholders – especially law enforcement actors – to discuss the concerns of women migrant workers and their vulnerability to violence, abuse and trafficking.

In close discussion with the EU Delegation in Thailand, SAF continued its partnership in 2020 with the IOM to support delivery of services and empowerment activities with Myanmar Muslim women and trafficked persons in Thailand. The IOM is the only organization with access to this group of trafficked women, and provides psychosocial counselling to them.

As highlighted before, SAF and the IOM jointly supported the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children campaign #HelpisHere (see “3. ASEAN institutions” above).

Regional Directors of the ILO, UN Women, UNODC, the UN Children's Fund (UNICEF) and IOM expressed their concern through an [op-ed on stigma and discrimination being faced against migrant workers and their children during the COVID-19 pandemic](#). The op-ed, reflecting a

“One UN” approach has already been published by Thomson Reuters. The drafting of the op-ed was led by SAF with UNICEF and the IOM.

At the country level, through the Heads of Agencies of the ILO and UN Women, SAF works with the **UN Resident Coordinator System**. In different programme countries, UN Resident Coordinators have been contributing to the programme with their advice, leadership and political advocacy, and by ensuring coherence with the country-level UN Sustainable Development Partnership Framework priority areas and the UN Country Team Results Group.

6. Other partners

6.1 Trade unions

Joining unions can result in empowerment through the provision of essential support when negotiating with employers, training on EAW and other workplace rights, and legal aid and other services when facing violence, abuse and exploitation. SAF works with trade unions in all national and regional NPAC and RPAC governance mechanisms.

- Regionally, SAF developed a manual for organizing women migrant workers into trade unions and held a consultation to review that manual with the affiliated members of the ATUC (see “3. ASEAN institutions” above).
- In Indonesia, Serikat Buruh Migran Indonesia (SBMI, the Indonesian Migrant Workers Union) has been a key partner as the lead on the participatory action research project “Village-based Management to Enhance Service Delivery to Women Migrant Workers and Families”, which has resulted in lasting village-based systems that support women prior to migration and upon return, especially if they have faced violence or abuse.
- SAF supports trade unions to establish and run MRCs to provide information, awareness raising, legal aid, referrals and counselling to women migrant workers (see Output 1.4). Trade unions engaged in running MRCs include the:
 - Confederation for All Indonesia Trade Unions (Konfederasi Serikat Buruh Seluruh Indonesia, or KSBSI);
 - Lao Federation of Trade Unions;
 - Malaysian Trades Union Congress (MTUC);
 - Confederation of Trade Unions, Myanmar; and
 - State Enterprises Workers’ Relations Confederation (SERC) in Thailand.
- The LFTU and MTUC also participated with SAF to conduct research on the impact of COVID-19 on migrant workers in the Lao People’s Democratic Republic and Malaysia (see Output 3.1).

- In Singapore through the National Trades Union Congress, the CSO Centre for Domestic Employees is implementing public education and awareness raising about the contribution of women migrant workers, VAW prevention, as well as the need to ensure survivors of violence and harassment are supported in order to address negative attitudes towards women migrant workers.
- Seven key trade union partners are listed in Annex N, ²⁸ with particular details of trade union results and activities in the Results section under Output 1.3.

6.2 Employers

Employers' organizations in every programme country are part of NPACs. The ACE (with members in seven ASEAN countries) participates in the RPAC. In order to ensure decent work for women migrant workers in an environment free of violence, harassment and abuse, engaging with employers' organizations is critical. In addition, the ACE and national employers' organizations have partnered with SAF as follows:

1. In collaboration with the ACE, a set of policy briefs and training materials targeting **ASEAN** employers were developed (see "3. ASEAN institutions" above and Output 3.1 below). The materials look into areas of gender equality, women's empowerment, women in leadership, and violence and harassment; bring out the experiences of women migrant workers; and reflect on how policies and practices in these areas impact women migrant workers. Resources provide a business case for ensuring that initiatives to enhance gender-mainstreaming, to prevent and address violence and harassment in the world of work, and to ensure fair recruitment and employment practices are extended to women migrant workers. National level trainings among ASEAN employers will be pursued in 2021 (see Outputs 1.2 and 3.1).
2. Localizing capacity building of employers, the **Malaysian** Employers Federation (MEF) co hosted a workshop with SAF to raise awareness of the new ILO Violence and Harassment Convention, 2019 (No.190), to discuss issues and challenges faced by employers, and to exchange good practices on eliminating violence and harassment in the world of work. This was a groundbreaking partnership, as typically, some employers are unaware of the specific needs of women workers, women migrant workers or may not have an understanding on violence and harassment as issues in their businesses (see Output 1.2).

²⁸ Annex N lists those partners to which SAF contributed technically and financially, and which are subsequently implementing activities to protect the rights of women migrant workers.

Results

Capturing broader transformations across outcomes

Embodying the principles of **UN Reform**, the Safe and Fair programme is consistently innovative in terms of inter-agency coordination. As a programme that is jointly designed and implemented to make migration safe and fair for women, the UN system (ILO, UN Women and UNODC) is able to leverage respective partners of the three agencies, and the programme brings together on common initiatives diverse stakeholders working on safe and fair migration, ending violence against women migrant workers, and preventing human trafficking. Such coordination and collaboration contribute to truly joint approaches to deliver support to each country and the ASEAN region as whole in a more comprehensive manner. The programme brings together discussions, policies and stakeholders working on labour migration, ending violence against women and preventing trafficking to common platforms and unified approaches in order to resolve challenges impeding the achievement of ending violence and against women and to make progress towards achieving SDGs.

SAF continues to **break silos** in terms of merging EAW and labour migration frameworks and by encouraging the same transformative linkages across the region. Most approaches to ending violence and harassment focus on domestic violence or intimate partner violence; SAF's focus adds the workplace as well as the "Leave No One Behind" element of women's migration. It also highlights to employers that domestic violence is a workplace concern. Many officials and stakeholders working on labour migration did not previously recognize the need to adopt specific measures to address the needs of women migrant workers, including survivors of violence. And vice versa, many officials and stakeholders working on EAW had not thought of what specific measures would be needed to ensure women migrants are not left out of their remit. SAF's largest legacy is and will be a myriad of laws, workplace policies, VAW data methodologies, service provider SOPs, national action plans on ending violence against women (NAPVAWs), labour inspection manuals, and referral mechanisms that bridge the gaps and are inclusive of both labour migration and EAW. Other examples include: joint protocols on violence against women migrant workers, inter-agency/multi-stakeholder bodies addressing labour migration and trafficking, local/provincial multi-stakeholder bodies, MRCs providing services on migration and gender-based violence, and local government programs and services being done a coordinated manner.

SAF's wider approach is one that **intertwines work across SAF objectives and outcomes, and across Spotlight pillars**, so that work in one area supports work in another. Regarding law and policy, SAF supports ASEAN countries in their commitments to gender equality, ending violence against women, and decent work creation. In order to develop and implement laws and policies that are gender-responsive, and to deliver coordinated essential services to women migrant workers, capacity development is a key component. This goes hand in hand with increasing knowledge and with reversing detrimental attitudes and negative gender stereotypes. Capacity-

building efforts also included empowering domestic workers and women migrant workers to be able to understand their rights and to be able to claim support and access services, including if they experience violence. Skills development for women to enhance access to decent jobs and to promote safety in regular migration channels are important components of prevention of violence and counter-trafficking work. Women migrant workers are limited in terms of their ability to form unions and collectively bargain for labour rights, increasing their risk to violence and abuses. This is a particular challenge for domestic workers, who work in isolated workplaces, creating additional practical barriers to organizing and building women's movements. Women's networking is therefore also key to building both support for women as well as support for rights movements. SAF uses its research findings to contribute to broader changes in knowledge and attitudes among the public. Research-informed campaigns in 2020 allowed the programme to reach the public, including youth, especially through creative digital initiatives.

In 2020 the SAF programme created a **positive feedback loop** with a parallel international process. As SAF was starting in 2018, ILO constituents had begun discussing a new Convention on violence and harassment. Soon after the finalization of SAF's inception phase the Violence and Harassment Convention, 2019 (No. 190), and its accompanying Recommendation (No. 206) were adopted. Thus, the ILO's tripartite stakeholders were already abuzz about SAF's principal issue, and our programming has **enhanced the momentum, given resources to movements**, and started helping States figure out what they need to do to be able to ratify the Convention. Several countries in the region have indicated initial intent to ratify Convention No. 190. This has provided an impetus around addressing violence against women in the world of work and also provided entry points for discussion related to legal review and reform of related law and policy. SAF initiatives continued to bring a coordinated, whole-of-government approach to the issues of ending violence against women, prevention of trafficking and empowering women migrant workers.

The year 2020 has also marked step-changes for SAF in implementation of the **Leave No One Behind (LNOB) principle**. LNOB has always been core to SAF work, given every measure taken by the programme is a step towards the inclusion of otherwise marginalized women migrant workers, whether in law, services, social networks and unions, not to mention community and workplace inclusion more broadly. This has been particularly critical during the COVID-19 pandemic, with the accessibility of services being a challenge for all women, in particular for women migrant workers, and when the needs of women migrant workers could often be neglected in national COVID-19 responses. Concerning services, especially in countries of origin, SAF concentrated on expanding the target groups to include women migrant workers and on lowering barriers for them by hiring 24/7 interpreters for helplines and by strengthening the communication skills of service providers to be non-discriminatory (see Outputs 2.3 and 2.4). Where COVID-19 response protocols were being developed, SAF advocated for the inclusion of women migrant workers as one of the groups that requires tailored services to meet their

unique needs. The advocacy was successful in Indonesia, and the work is currently continuing in the Philippines and Thailand (see Outputs 2.1 and 2.2).

Furthermore, without careful attention, SAF work could risk being limited to frameworks based solely in gender binaries – female and male. To address this, in 2020 SAF joined with civil society researchers from both the SOGIESC and labour migration fields to learn about the migration experiences and experiences with violence faced by gender-diverse persons in ASEAN. Oftentimes when gender-based violence is researched, gender is understood and researched through a binary lens, and the experiences of people who identify as non-binary are not researched sufficiently. Needless to say, very little is also known about their migration experiences. The very act of initiating a research project has already made an impact on civil rights movements, as at both the regional and country levels, CSOs who would normally not work together are joining forces for the study's elaboration and data collection. They have reported to SAF how much they appreciate the unexpected result of the **cross-movement building**. SAF has also taken **gender diversity and SOGIESC-inclusion principles** to the trade union movement, initiating conversations at the regional level in relation to enhancing EAW and migrant inclusion in union organizing.

The programme has substantively contributed to the elimination of violence against women migrant workers. Thanks to this unique focus within the Spotlight framework, SAF has piloted new and innovative programmatic actions aimed at ensuring that women migrant workers – who are particularly exposed to multiple and intersecting forms of violence due to their gender and their migratory status – are not left behind.

Capturing change at the outcome level

Please note: Throughout the below results reporting narrative, numbers that are included in the results framework (Annex A) are marked in bold and with parentheses, i.e., “**(1)**”.

Specific Objective 1

Specific Objective 1 – Women migrant workers are better protected by gender-sensitive labour migration governance frameworks.

Output 1.1

Output 1.1 – Gender-equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated in line with international standards and guidelines.

During the reporting period, the programme contributed towards strengthening seven policies or laws related to labour migration, trafficking and sexual harassment at work – either through technical input or tripartite partner/women migrant workers' recommendations:²⁹

- Gender-responsive guidelines for tripartite-plus constituents on the implementation of Indonesian Law 18/2017;
- Indonesia Presidential Regulation on the Roles of Labour Attaches;
- Ministerial Decree on the Placement of Indonesian Migrant Workers under the New Normal (adopted);
- Memorandum of Understanding (MOU) on recruitment and protection of migrant domestic workers between Malaysia and Indonesia (pending);
- Malaysia Labour Law reform;
- Thailand body of laws on work-related sexual harassment;
- Law on Contract-Based Vietnamese Overseas Workers, Viet Nam (adopted) (see also Output 2.1).

Policies provided with technical support or recommendations

The programme supported the development and revision of policies and implementing regulations on gender-sensitive labour migration governance in **Indonesia, Malaysia, Thailand and Viet Nam**. SAF's inputs included specific focus on women's rights in line with normative ILO standards and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), as well as inclusion of measures for the prevention of violence and harassment in line with ILO Convention No. 190. SAF also supported CSOs and women migrant workers to make recommendations to policymakers.

To support gender-responsive and rights-based policies and legislation that strengthen safe and fair labour migration for women and support prevention of trafficking efforts, SAF supported the development of tools, guidelines and evidence to support evidence-based policymaking in **Indonesia, Thailand and Viet Nam**. These include:

1. the development of gender-responsive guidelines on the implementation of Law 18/17 on the Protection of Indonesian migrant workers;
 2. a study of sexual harassment policies in Thailand;
 3. another study in Thailand on gaps in law and policy toward ratifying Convention No. 190;
- and

²⁹ Per Spotlight Indicator 1.1.1 – Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR [human rights] standards. For Spotlight Indicator 1.1.1 reporting, SAF includes a total of 12 laws and policies. This includes seven total from SAF indicator 1.1.1 (two of which were adopted), and one adopted law reported in SAF 2.1.1, as well as four additional laws given technical input and not yet adopted under SAF 2.1.1 work.

4. a legal review combined with women's stories in Viet Nam that contributed to reform of the labour migration law (see Output 3.1).

Policies provided with technical support or recommendations, and subsequent results, include the following:

SAF is working closely with the Government of Indonesia to develop subordinate regulations to Law No 18/2017 on the Protection of Indonesia Migrant Workers through evidence-based strategies and multi-stakeholder strategies (see also Output 2.1). Towards this end:

- A set of gender-responsive guidelines for tripartite-plus constituents on the implementation of **Indonesian** Law 18/2017 has been finalized, which will inform the development of relevant sub-regulations **(1)**.
- SAF has also provided inputs to the draft Presidential Regulation on the Roles of Labour Attaches, with particular emphasis on ensuring gender-responsive services and providing dedicated services to women who experience violence **(1)**.
- In November, **Indonesia** enacted the Regulation of the Indonesia Migrant Worker Protection Agency No. 09 of 2020 Concerning Abolishment of Indonesian Migrant Worker Placement Fees, which removes placement fees for nine labour migration sectors, including domestic work, which is a women-dominated sector. SAF partner the IDWF supported two online cross-border dialogues in partnership that engaged BP2MI (the government agency responsible for labour migration ³⁰) and Indonesian embassy officials on the implementation of the zero placement fee policies. This policy is expected to reduce the financial burden on women migrant workers. The first dialogue was attended by 70 participants from **Malaysia**; while the second dialogue was attended by 80 participants from **Singapore**. Participants discussed challenges concerning the implementation of the policy of abolishing of placement fees, including: Some of the workers fear that if employers were about to pay higher fees when they hire a worker, it will worsen their treatment, including possible harassment of and violence against women migrant workers. The regulation mandates that the provincial government in Indonesia will bear the cost for skills and pre-departure trainings; however, there are questions on whether the government is ready and has the capacity to carry these out. The IDWF and its affiliates will maintain the engagement with the Malaysian and Indonesian governments, monitor the progress and implementation of the regulation, and conduct a follow-up dialogue series.

Additionally, SAF also worked closely with the Ministry of Manpower to respond to the COVID-19 pandemic by providing technical inputs to the Ministerial Decree on the Placement of Indonesian Migrant Workers under the New Normal, which was adopted in July 2020 **(1)**. These technical inputs were prepared with a view to implementation in line with international labour standards.

³⁰ BP2MI (Badan Pelindungan Pekerja Migran Indonesia) is the Bahasa Indonesia abbreviation for the National Agency for the Protection of Indonesian Migrant Workers.

SAF is also supporting the development of monitoring tools for this regulation, which are expected to be finalized in 2021. The Decree seeks to:

1. ensure that the placement and protection of Indonesian migrant workers are effective and comply with health protocols, with particular attention to women;
2. prevent and control the spread of COVID-19 among Indonesian migrant workers;
3. provide information to Indonesian migrant workers, government agencies and duty-bearers regarding the administration of transparent, measurable and accountable placement of Indonesian migrant workers during the new normal of the pandemic; and
4. strengthen coordination between government and private service providers in the implementation and monitoring of the placement of Indonesian migrant workers in accordance with these guidelines.

These safe migration measures build systems that can cut the risk of VAW in migration journeys.

In **Malaysia**, the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Council (MAPO) is in the process of developing the National Action Plan on Anti-Trafficking in Persons (2021–2025) (NAPTIP) (see also Output 2.1). SAF is part of a technical working group (consisting of MAPO, CSOs and UN agencies) and has engaged with MAPO and CSOs in the process of the drafting and planning of the NAPTIP. This includes participating in a number of consultations through the technical working group and in multi-stakeholder consultations organized by MAPO to gather feedback to inform the development of the NAPTIP. SAF, through its collaboration with the UNODC, built capacity on monitoring and establishing indicators for the implementation of the NAPTIP. SAF also coordinated inputs from ILO specialists working on forced labour and trafficking, provided inputs for the NAPTIP and coordinated a stakeholder consultation led by MAPO to gather inputs on the NAPTIP, which also included CSOs. The NAPTIP development process is ongoing and is scheduled to be finalized in the first quarter of 2021.

Facilitating a space for women migrant workers to engage in policy advocacy, SAF in **Malaysia** supported the IDWF and migrant worker associations PERTIMIG and AMMPO³¹ to initiate an online dialogue with Malaysian Government on Inclusive Labor Law Reform – “Domestic Workers Have Their Rights Too!” (1). This online session was attended by 69 participants, including officials from the Ministry of Human Resources, Indonesian and Filipino migrant domestic workers, the MTUC and local CSOs in Malaysia. The dialogue series aimed to push for legal protection of migrant domestic workers through the existing labour law reform, as well as to strengthen dialogue among different stakeholders on migration issues. Another critical element was empowerment of migrant domestic workers and enabling their voices to be heard in policymaking affecting their living and working conditions.

³¹ PERTIMIG is the abbreviation for Persatuan Pekerja Rumah Tangga Indonesia Migran (Indonesian Migrant Domestic Workers Association), and AMMPO is the abbreviation for Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas (Nationalist Association of Overseas Filipino Workers).

“The human rights of migrant domestic workers have been disproportionately affected. We have just started our legal battles for inclusion and legislation for domestic workers and migrant workers in this country and our own.”

– Juvy, a leader of AMMPO, said in her speech at the online dialogue with the Malaysia Government on Inclusive Labor Law Reform – “Domestic Workers Have Their Rights Too!”

Further, enabling women migrant workers voices to be heard by policymakers, SAF, through its collaboration with the IDWF, facilitated a consultation with the Indonesian Government on how it can lobby the Malaysian Government to include migrant domestic workers in the implementation of the amnesty programme for undocumented migrant workers in Malaysia. This was through the IDWF-facilitated dialogue between the Indonesian Embassy in Malaysia and leaders from the Indonesian domestic worker association PERTIMIG. The group also advocated on the pending memorandum of understanding (MOU) on recruitment and protection of migrant domestic workers between **Malaysia and Indonesia**. The Indonesian Ambassador shared that the Indonesian Government takes a strong stance on the MOU to ensure key provisions are integrated. Furthermore, the Ambassador presented that the Embassy now requires the presence of both the worker and the employer in renewing the contract. The staff of the Embassy will conduct interviews with both parties to make sure workers are receiving at least the minimum levels of protection, such as standard wages, holidays and access to communication (1).

In **Thailand**, SAF has conducted a study on work-related sexual harassment laws and enforcement with a focus on women migrant workers (1). The study provides guidance to improve policies to address harassment in the workplace and to inform a legal review of relevant Thai policies and labour inspection mechanisms vis-à-vis ILO Convention No. 190. A second and more wide-ranging legal review of Thai laws, regulations and other measures concerning violence and harassment in the world of work and Convention No. 190 is being conducted upon request and expression of interest from the Thai Government to examine its policies with a view to ratifying Convention No. 190. As a key country of destination for migrant workers – and with SAF studies indicating violence, harassment and exploitation as workplace challenges – legislative reforms and implementation of stronger measures by employers are important. The studies by SAF provide evidence for ratification of Convention No. 190 and revision of sexual harassment laws.

In Viet Nam, SAF provided technical assistance towards the revision of the Law on Contract-based Overseas Workers (1) **which was adopted in December 2020** (see also Output 2.1). The advocacy for strengthening gender-mainstreaming in the Law on Contract-Based Overseas Workers started in late 2019. The Law (previously No. 72 of 2006, and now No. 68 of 2020) was approved, with significant changes benefitting women migrant workers for years to come, including:

1. the ability for migrant workers to unilaterally liquidate contracts in situations of threat, sexual harassment, maltreatment or forced labour;
2. the removal of the obligation for migrant workers to pay brokerage commissions;
3. definitions of discrimination and forced labour; and
4. a provision for legal aid in cases of abuse, violence or discrimination while working abroad (see more details in the section on “Innovative, promising or good practices” below).

SAF provided technical inputs and brought the voices of women migrant workers through a research study undertaken as part of the law revision process and by organising, participating and supporting engagement of multiple stakeholder through consultative dialogues. Amendments to the law were made with guidance from an ILO Senior Specialist on Labour Migration and in partnership with another ILO programme.

Furthermore, at the **ASEAN** regional level, the programme provided technical inputs on the ACMW 2021–2025 Action Plan, as requested by the Viet Nam Ministry of Labour, Invalids and Social Affairs and the ASEAN Secretariat. SAF attended the open session at the ACMW workshop on the action plan on 20 February. The workshop gathered information and explored collaboration among regional stakeholders, including the ACE, ATUC, the Task Force on ASEAN Migrant Workers, the ILO and UN Women, in order to support the ACMW in the implementation of the Action Plan 2018–2025 of the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers. Discussions revolved around the five action areas of the 2021–2025 Action Plan: education/information, protection, enforcement, recourse and reintegration. Through this process, SAF provided inputs to the Action Plan that advocated for a more nuanced understanding of the concerns of women migrant workers, promotion of their rights and actions to address violence and harassment in the workplace.

Output 1.2

Output 1.2 – Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.

SAF increased capacity of stakeholders from domestic worker organizations, migrant organizations, trade unions, CSOs and government from **Brunei Darussalam**,³² **Cambodia, Indonesia, the Lao People’s Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam** to implement gender-responsive, women-friendly and rights-based policies and services. Capacity building with governments focused on gender equality, ERAW (including ILO Convention No. 190), conducting referrals and ensuring sex-disaggregated labour migration statistics.³³ Trainings during the period for CSOs and community-based organizations focused

³² Brunei Darussalam with reference only to ILMS training for the Government.

³³ Per Spotlight Indicator 4.1.6 – Number of government service providers who have increased knowledge and capacities to better integrate VAWG response into sexual and reproductive health, education and migration services. In total, 226 government officials were trained under SAF Indicator 1.2.1. Trainings on gender equality and women’s rights in migration are crucial to changing underlying root causes of violence.

on understanding violence against women and the concepts in Convention No. 190; developing gender analysis; organizational skills to run grassroots groups; leadership training (especially among domestic worker groups); and integration of violence against women and girls (VAWG) response into migration services, through initial emotional support and referral to VAWG-specialized service providers.

Capacity building of CSOs, workers' groups, employers and governments

In the reporting period under Objective 1, SAF built the capacity of a total of **1,513** stakeholders on issues related to law and policymaking, implementation of gender-responsive laws, prevention of violence and services that support women migrant workers (support services) for women migrant workers.

In a context where gender statistics have not been a priority before, SAF's gendered agenda raised the visibility of women in labour migration statistics – both in collection of data and in gender-responsive data analysis. SAF's regional team worked towards increased sex disaggregation of labour migration statistics in ASEAN along with another ILO programme that supports the collection and analysis of ILMS data in ASEAN. In 2020, SAF country-level capacity building on sex-disaggregated labour migration statistics was built in:

- **Indonesia**, with **(22)** government stakeholders;
- **Lao People's Democratic Republic**, with **(10)** government and trade union stakeholders;
- **Myanmar**, with **(20)** government stakeholders;
- **Philippines**, with **(52)** government, trade union and CSO stakeholders; and
- **Viet Nam**, with **(33)** government stakeholders.

Officials from across various ministries and departments who do not always coordinate (for instance departments and/or ministries of Immigration, Women, Labour and Statistics) were able to delve deep into each country's data gaps and challenges and identify multiple concrete ways to either include more data or to increase data collection and analysis. See reporting in Output 3.2 for more information on the outcomes of this work – countries are indeed increasingly reporting sex-disaggregated labour migration data. . This is an essential step towards ensuring there is gender lens in policies on labour migration and in planning and budgeting for gender-responsive services for women migrants by countries of origin and destination.

At an **ASEAN** regional level, SAF also worked with National Statistics Offices to take stock together of where each country's data stood in terms of sex-disaggregation. Awareness was raised of the importance of disaggregated data to **(51)** focal points from ten countries (**Brunei Darussalam, Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore Thailand and Viet Nam**) at the "Sixth Technical Meeting of Focal Specialists on International Labour Migration Statistics in ASEAN", hosted online by the ILO TRIANGLE in ASEAN programme.

SAF in collaboration with the ASEAN Trade Union Council (ATUC) and the ILO's Bureau for Workers' Activities (ACTRAV) built the understanding of (27) trade union leaders from nine **ASEAN** countries (**Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam**) on the issues and challenges of women migrant workers, especially those related to violence and harassment and the importance of adopting different means to organize women migrant workers so that they have access to the support of workers' organizations when in need. A result of the meeting was also the provision of input to and the finalization of the SAF-ACTRAV *Organizing Women Migrant Workers: Manual for trade unionists in ASEAN* (see Output 3.1, Annex M). Capacity was also built on the impact of COVID-19 on women migrant workers; examples of how trade unions are protecting the rights of women migrant workers; and developments in cross-border cooperation, organizing and provision of services to women migrant workers, including in contexts of violence and harassment during migration.

The change this meeting effected was enthusiasm and buy-in for organizing women migrant workers. Unions talked about why it is important, overlooked and needs more attention. They encouraged each other with examples of what they are already doing to organize and protect women migrant workers' rights. The high level of the engagement put emphasis on women migrant workers as an important worker constituency. Following the meeting, 91 per cent of post-test respondents said they learned a lot or some about the importance of organizing women migrant workers. When organized, women migrant workers can better stand up for their rights and safety.

This will be useful in our organization to empower trade union leaders, affiliates and members to help migrant workers.”

“Using this manual will be of great help since there will be updated strategies we can use and at the same time the COVID experience will be an added info to be excited about.”

– ASEAN trade union leaders at the Online Consultation on a “Manual for Trade Unionists on Organizing Women Migrant Workers”

In 2020, MRC institutional capacity building was a significant result. Institutionally strong MRCs are better able to serve women migrant workers, including survivors of violence. SAF built the capacity of MRC staff on finance and on monitoring in **Cambodia, the Lao People's Democratic Republic, Malaysia, Myanmar, Singapore, and Thailand**. The operational capacity of MRC staff in **Indonesia** was developed via workshopping before the MRCs opened, and (20) MRC staff in the **Lao People's Democratic Republic** increased their knowledge of how to collect information and maintain case data confidentially and how to handle referral processes.

At the country level, SAF capacitated **(8) Indonesian** frontline service providers with stress prevention techniques to use during the 2020 extended lockdown and the implementation of the new normal measures in the country.

“I’m very thankful to the facilitators and SAF for supporting this kind of activity. It’s really useful for us as service providers who work for abused women. It’s useful both for befrienders and survivors. I already shared this knowledge to my colleague.”

– Program Manager, Women’s Crisis Center Mawar Balqis

In the **Lao People’s Democratic Republic**, the capacity of **(101)** government staff was developed at the provincial, district and village levels to implement gender-responsive policy and programming concerning women migrant workers, resulting in the provision of information and services to women.

Research by the ILO shows that women migrant workers usually seek support from other women and family members back home when faced with violence and abuse. Networking and leadership development helps women migrant domestic workers:

1. *understand their own rights;*
2. be aware of legal and consular channels of justice;
3. be aware of existing available services to address violence and abuses; and
4. share this information with other women to empower them.

To this end, SAF’s work in **Malaysia** with the International Domestic Workers’ Federation (IDWF) prioritized the training of Indonesian migrant domestic worker leaders. In 2020, IDWF leaders trained **(68)** domestic worker leaders from PERTIMIG and other domestic worker organizations in Malaysia on leadership and public speaking skills. Participants’ understanding on gender equality was deepened and the spirit of leadership grew among the women

“Women are equal to men. We are able to be leaders.”

– Indonesian migrant domestic worker at leadership training organized by IDWF in Malaysia

As a result of SAF capacity building, MRC staff **(4)** in a trade union in **Malaysia** have a new, acute understanding of gender equality, violence against women migrant workers, links to trafficking and gender-responsive service delivery – as do **(29)** new government protection officers from

the Ministry of Women, Family and Community Development (MOWFCD), who provide services to trafficked persons.³⁴

COVID-19 and the pandemic's Zoom culture presented an opportunity to get together MRC partners from many countries to enhance cross-border service provision. Thus, SAF hosted an innovative multi-country workshop: "Enhancing cross border cooperation among Migrant Worker Resource Centres (MRCs) and service providers in providing gender-responsive services and referrals for women migrant workers" with **(39)** partners and select service providers in **Malaysia** and in countries of origin, including **Cambodia, Indonesia** and the **Philippines**.

Continuing strong engagement of employers on EAW, SAF in **Malaysia**, in collaboration with the Malaysian Employers Federation (MEF) and MEF Academy, hosted a workshop to raise awareness of the ILO Violence and Harassment Convention, 2019 (No. 190), to discuss issues faced by employers, exchange good practices on eliminating violence and harassment in the world of work, and discuss ways to support those members of MEF who may not have organizational systems on prevention of sexual harassment. One of the outcomes of the workshop was the demand for a uniform understanding of the issue of harassment and abuse in the workplace by all employers. In all, **(51)** representatives from employers' organizations from various industries and sectors – including manufacturing, electronics, hospitality and education – built their capacity on international standards, national laws associated with violence and harassment, and means to address sexual harassment in the workplace, with specific attention paid to women workers and women migrant workers

Working to establish a norm of "No-Fee Migration Recruitment" among employers and recruiters, SAF held an informative webinar on International Migrants Day engaging **(150) Malaysian** stakeholders, the majority of whom were employers, to discuss the opportunities and challenges for working towards the implementation of well-managed labour migration policies and realizing fair recruitment for women and men migrant workers in Malaysia. The webinar discussed the ILO's General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs as well as the findings of a migration cost survey of Indonesian and Filipina domestic workers in Malaysia and Indonesian plantation workers in Malaysia (see Output 3.1). The webinar also discussed how fair recruitment practices can help prevent human trafficking and forced labour (a form of violence faced by men and women workers).

PERTIMIG leaders in **Malaysia** visited and taught **(10)** members (migrant domestic workers) how to use online tools so that they could participate fully in organization activities and meetings online during the pandemic. The capacity of **(94)** domestic worker leaders in PERTIMIG and AMMPO was built on leadership skills, entrepreneurial skills and case management related to violence and abuse.

³⁴ The training organized by the IOM intended to build capacity of protection officers to provide services to trafficked persons in their care. IOM requested for ILO's (Safe and Fair) technical support to train.

SAF in **Myanmar** employed a variety of methods for reaching women with safe migration information during the COVID-19 pandemic when many villages were closed to outsiders. SAF conducted trainings with **(52)** village and village tract administrators and heads near the Loikaw MRC. The village and village tract officials are now in possession of information on safe migration, ERAW and labour rights, as well as information on the nearby MRC and the services it provides, which they can share with village residents. The MRC also gave further information to **(32)** other local officials, including sharing of information developed by SAF as well as COVID-19 prevention measures issued by the World Health Organization (WHO), among others. Per announcements (see quotes below), it was made known to community members about services at MRCs.

“Aung Lan MRC will have a special focus on making services accessible to women migrant workers, including tackling violence against women.”

– Daw Ni Ni Khaing, Aung Lan Township Officer, Department of Labour

“Loikaw MRC will be able to respond to situations where women face violence or harassment during the migration cycle.” – U Tin Win, Kayah State Officer, Department of Labour

In line with the principles of “UN Reform”, in the **Philippines** SAF built further synergies with the existing initiatives of partners and other agencies, recognizing that specific trainings are still required for provincial- and local-level officials on gender concerns and violence and harassment, including on coordination of essential service provision, women’s leadership building, etc. Hence at the provincial and national level, with support from SAF:

- **(41)** tripartite-plus partners underwent capacity building in Luzon on mitigating risks of violence against women and exploitation of women migrant workers, as well as core gender analysis concepts. A consolidated training (after a 2019–20 series) was also held at the national level for **(76)** stakeholders who built their understanding on the same issues.
- Via training organized by the SAF Philippines Task Force on Reintegration, the capacity of **(32)** stakeholders was developed, which resulted in an agreement to promote and further develop the referral mechanism “OFW Reintegration Advisor and Referral Pathways” (see Annex F).
- Through SAF partner the Center for Migrant Advocacy, the awareness of migrant groups, women OFWs, embassies and local government units was raised on the gender dimensions of the COVID-19 pandemic, particularly on the impacts on women migrants and on a gender-responsive framework for responses and services, including reintegration **(59)**.
- **Unexpected result:** The Overseas Workers Welfare Administration in the Philippines Embassy in Washington, DC, found the concepts, analysis and response strategies very important and arranged an echo-seminar (August 2020) for Filipina/o migrant groups and community

leaders in the United States and the Caribbean. The result is that embassies beyond those in ASEAN have raised awareness of the pandemic's impact on women migrant workers and on SAF gender-responsive suggestions for services.

SAF in the **Philippines**, together with its partners the IOM and the ILO's FAIR project,³⁵ has raised awareness and understanding on the situation of women migrant workers during the pandemic, the VAW/gender dimensions and impacts of the pandemic, as well as existing international standards and guidelines for gender-responsive strategies and responses. This awareness raising was delivered through continued training sessions of the UP-CIFAL³⁶ Professional Certificate Course on Global Migration through the specific unit "Caring in The Time of Covid-19: Gaps and Risks Facing Filipino Women". In total, **(141)** participants (women advocates, CSO/academic/research groups and government officials) benefitted from the initiative.

SAF not only trains stakeholders who are nationals, but also trains stakeholders who are migrants and leaders in community and workers' organizations so that they may implement gender-responsive services among their peers and community. In 2020 in **Singapore**, **(22)** domestic worker leaders strengthened their sense of solidarity and increased their awareness on the ILO Domestic Workers Convention, 2011 (No. 189), through a training for Indonesian migrant domestic workers on domestic work and Convention No. 189 organized by the IDWF in conjunction with HOME and Suara Kita, a domestic workers' organization. Most of the participants said that they felt enlightened by the training materials and that they wish they could do something together to improve their working conditions.

In **Singapore**, the IDWF built women's leadership among **(58)** SUARA KITA network members. These trainings were intermediate level trainings targeted at leaders to better support other women migrant workers in Singapore, especially in the context of COVID-19 pandemic challenges.

HOME, an SAF MRC in **Singapore**, built the capacity of first responders and caseworkers at the centre. Prior to the outbreak of the COVID-19 pandemic, **(15)** caseworkers' skills on casework and empathy were developed. Filipina and Indonesian migrant Helpdesk volunteers **(10)** increased their skills to run and effectively manage the Helpdesks, the first point of contact for domestic workers in distress or experiencing violence.³⁷

Once the pandemic started and most casework operations had to be shifted to digital platforms, capacity building swiftly shifted, with **(20)** HOME caseworkers being trained on "Remote Casework Management". Ensuring VAW responses were also up to date, **(30)** HOME casework volunteers built their capacity on civil claims for victims of abuse cases and on salary issues, as well as on emotional capacity – specifically on empathy during legal processes.³⁸ HOME also trained **(25)** caseworkers on identifying victims of forced labour and trafficking- women who migrate for work but may end up in situations of forced labour.

³⁵ The FAIR project is funded by Swiss Agency for Development and Cooperation.

³⁶ UP-CIFAL is a collaboration between the University of the Philippines (UP) and the International Training Centre for Authorities and Leaders (CIFAL) Global Network of the United Nations Institute for Training and Research.

³⁷ Five of these were trained in Q4 2019, but not reported in the 2019 SAF Annual Report.

³⁸ For this training HOME partnered with the CSO Justice Without Borders.

SAF has worked to ensure trafficking service providers are also properly trained, and in **Thailand** SAF continued contributing to capacity building of Thai Government service providers through the SAF-supported IOM project “Humanitarian Assistance to Myanmar Muslim Women Migrants and Victims of Trafficking in Thailand”. The project is co-funded by SAF and the US Department of State’s Bureau of Population, Refugees, and Migration. In total, **(10)** Thai Government officials received training on psychosocial service provision for migrants, including trafficked persons; on listening and observation skills in the art of caring; and on techniques to support trafficked women and girls.

SAF in **Thailand** held a key training conference in the journey towards the Government’s potential ratification of Convention No. 190: “Conference on Violence and Harassment Convention No. 190: Building Awareness and Identifying Ways forwards for Thailand on C190 and R206”. The meeting raised the awareness of **(81)** stakeholders from government, trade unions, employers and CSOs on the vital importance of eliminating violence and harassment in the world of work. Participants engaged in fruitful discussion on the obstacles of gender norms and expectations, from performance roles at work to legal implications, and on fulfilling a zero tolerance policy for workplace violence and harassment. SAF and its stakeholders have taken a pivotal step in discussing how to make Thailand’s world of work more compliant to Convention No. 190. Regarding active steps towards ratification, the State Enterprises Workers’ Relation Confederation (SERC, SAF’s MRC partner) is leading the global International Trade Union Confederation campaign in Thailand for ratification of Convention No. 190. To echo Mr Pakorn Nilprapunt, the Secretary-General of the Office of the Council of State Thailand, the “law is not the final stage” and active steps must be taken to overcome cultural and gender stigmas in ensuring a world of work free from violence and harassment.

“Sexual harassment is not new, but what is new, is now we have the first international Convention on eliminating harassment and violence at work.”

– H.E. Mr Pirkka Tapiola, Ambassador of the European Union to Thailand

“The threat of violence and sexual harassment against women prevents them from participating in the labour force, and that really reduces the productivity of the country.”

– Ms Deirdre Boyd, UN Resident Coordinator, Thailand

SAF tool development

Under Objective 1.2, SAF has developed several tools that will provide sustainable capacity and knowledge building on EAW and gender-sensitive labour migration policies and practice. Some examples include the following (see also Output 3.1):

At the **ASEAN** regional level, SAF and the ILO Bureau for Workers' Activities (ACTRAV) finalized a manual for trade unions on organizing women migrant workers (see Capacity building above, and Output 3.1 below). The manual highlights issues of violence against women and the unique dimensions of organizing in ASEAN. It strives for gender equality and greater inclusion of women and migrants. It highlights strategies by unions to advocate for, provide services to and organize women migrant workers towards empowering individual women, providing them with the support of collective bargaining for rights and providing support when women migrant workers face violence. In 2021 and 2022 it will be translated into several ASEAN languages, with trainings (including training of trainers) rolled out among trade union partners, which will benefit women migrant workers in ASEAN.

In collaboration with the **ASEAN** Confederation of Employers (ACE), SAF developed a set of policy briefs and training materials targeting employers, which will increase understanding about implementing institutional processes for tackling gender biases, discrimination, violence and harassment in the workplace. The tools work with participants to:

1. understand the concepts of sex and gender and the importance of being self-aware of unconscious bias in society and the workplace to achieve sustainable personal and workplace development;
2. build capacity to reduce harmful prejudices and empower women and men to achieve their full potential; and
3. consider and implement long-term institutional requirements to prevent discrimination, violence and harassment in the workplace (see Output 3.1).

In 2021, national-level trainings among ASEAN employers will be pursued.

SAF also held a dialogue in **Indonesia** – “Development of a Training Manual for MRCs” – to ensure the quality of the Government's frontline services for women migrant workers is rights-based and in line with international labour standards and CEDAW. The manual, to be finalized in 2021, will include guidelines on topics such as safe migration, violence against women, prevention of trafficking, labour rights and gender equality and adapts existing regional manual to local context. See also guidance developed in relation to the implementation of Law 18/17 (see Output 1.1).

Skills training for women migrant workers

How do job skills contribute to eliminating VAW?

With skills, women have more power. Where women migrant workers have practical job skills, they can overcome many persistent gender inequalities at work. They have a better chance of accessing better quality work, better working conditions, better pay and safer workplaces free of violence.

With youth unemployment and under-employment in ASEAN countries of origin – compounded by patriarchal norms, job losses and unemployment caused by the COVID-19 pandemic – women often do not have opportunities for higher education or job skills development, leaving them with few occupational choices. Without technical skills training, women often enter poorly paid and exploitative occupations in sectors such as domestic work, agriculture, construction, manufacturing and services. SAF initiatives provide women – including survivors of violence and victims of trafficking – with alternative opportunities for employment nationally (without having to re-migrate) and also provide women with access to better employment opportunities (as a VAW prevention measure).

In 2019 the **Cambodian** Ministry of Tourism³⁹ developed an apprenticeship programme for the tourism sector. This effort is a programme to prevent violence against women migrant workers, who can face multiple forms of discrimination.⁴⁰ In 2020, trainings of **(52)** trainers were conducted in Phnom Penh and Siem Reap, following which potential and returnee women migrant workers were trained (see Output 1.4).⁴¹ Not only is the Ministry of Tourism providing the training, but they are doing so with **(5)** other skills centres, all of which are CSOs:

- PSE Institute for Vocational Training;
- Ecole d'Hotellerie et de Tourisme Paul Dubrule;
- Sala Bai Hotel and Restaurant School (Programme of the French NGO Agir pour le Cambodge);
- Feeding Dreams Cambodia Training Center; and
- EGBOK Mission.

The trainings are provided in conjunction with mentors from tourism enterprises. With the adoption of the ASEAN Mutual Recognition Arrangements for skills in selected professions, tourism is one sector where labour mobility within ASEAN will potentially be made easier. SAF is supporting women's access to skills training and apprenticeships in tourism.

In the **Philippines**, SAF has joined with the ILO Women in STEM Programme, the Technical Education Skills Development Authority (TESDA) – National Capital Region, and the Overseas Workers Welfare Administration's National Reintegration Center for OFWs **(2)**, to create scholarships as well as a skills training, employment-preparedness and reintegration support programme called #WomenOFWsCanDolt. The skills training and employment support are done in partnership with technical and vocational education and training (TVET) schools (for example, Swiss IT, the Wadwahni Foundation) **(2)** and the employers' groups (Employers

³⁹ The Ministry of Tourism and SAF in conjunction with other ILO projects: United for Youth Employment in Cambodia, a United Nations Joint Programme with support from the Swiss Agency for Development and Cooperation; and the ILO Project on enhanced employability of men and women through improved skills development and public employment services, funded by the Swedish International Development Cooperation Agency (SIDA).

⁴⁰ Per Spotlight Indicator 2.1.1. – Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination.

⁴¹ This is a result against Indicator 1.2.2.

Confederation of the Philippines), and target women migrant workers and their families. The work is ongoing and will be expanded in 2021 in terms of the number of courses, TVET schools and scholars/trainees. Successful completion of a course results in the graduate getting a TESDA National Certificate or a TESDA Training Certificate. These can be used in applying for tech-vocational jobs in the Philippines or abroad (see Outcome 1.4 and the section below on “Innovative, promising or good practices”).

The Raks Thai Foundation, SAF's implementing partner in **Thailand**, developed a language skills curriculum (teaching Thai to Cambodian women migrant workers) through a consultative process with women migrant workers.⁴² This curriculum is aimed at empowering women migrant workers in the Thai language, enabling them to know their rights and to protect themselves from violence and abuse due to lack of communication with employers, and supporting them in their access to services. Once lockdown restrictions end, it will benefit 600 women migrant workers and an additional 150 of their family members in 2021. The COVID-19-related delay is explained in the Challenges section of the report. Thai language trainings are the most commonly asked for training by women migrant workers in Thailand. Language skills are also essential for women to negotiate for rights and working conditions and for accessing services.



SAF, through a partnership with Raks Thai Foundation, promoted Thai language lessons to Cambodian migrant workers and their family members.

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⁴² In preparation, Raks Thai conducted a participatory gender and vulnerability needs assessment in 2019.

In **Myanmar** and **Viet Nam** SAF also laid the groundwork for women's skills building, and in 2020 began or finalized background research on women migrant workers' skills needs vis-à-vis labour market opportunities (see Output 3.1).

Output 1.3

Output 1.3 – Opportunities for women migrant workers to organize at the regional, national and local level, to enhance safe and fair migration and address labour exploitation and gender-based discrimination is increased.

“Organizing” – What does this term mean in relation to women workers?

Organizing (verb): the process of forming or joining a trade union, or inducing other workers to form or join one.

In SAF, the concept of organizing includes unionizing, as well as women migrant workers forming associations, peer networks, informal groups or networks – depending on the social and legal context for trade union formation and membership in the country.

Supporting organizing and women's peer networking is a critical need for specific groups of women migrants like domestic workers and low-waged informal economy workers (among others), both so they can receive and share information to reduce risks of violence and abuse, and so they have a support structure and improved access to justice if they experience violence. Support to organizing is important to enhance safe and fair migration and address labour exploitation and gender-based discrimination.

Organizing is important for movement building, both in the women's movement and the workers' movement. Supporting women migrant workers to join trade unions and associations that have the institutional responsibility and capacity to engage with employers to ask for rights, seek justice and develop strategies to prevent violence is important for ensuring women migrant workers have access to an enabling environment through collectivism and solidarity.

Key to ending cultures of patriarchy and violence is the organizing of empowered women migrant workers into trade unions and workers' organizations to recognize their agency and support their choices. During the year, SAF strengthened partnerships with and built the capacity of trade unions; workers', migrants', and domestic workers' associations; as well as community and women's networks.

With SAF support, **(7)** trade unions in Indonesia, the **Lao People's Democratic Republic**, **Malaysia**, **Myanmar**, the **Philippines**, and **Thailand** received increased opportunities to organize, and undertook various activities, from organizing and networking **(2,975)** women migrant workers and providing vital MRC services, to undertaking advocacy campaigns and participatory research (see Annex N).

A highlight from 2020 is that as a result of SAF's work, the following new organizations, networks, union-run MRCs and trade union were formed: ⁴³

- three new community-based protection networks in **Cambodia**;
- two trade union-supported local networks for migrants in the **Lao People's Democratic Republic**;
- one new union was formed (and has made an application to register) in an electronics factory (ITG Electronic (M) Sdn Bhd) in Malaysia
- one new migrant domestic worker organization in **Malaysia** (which began as an informal network in 2019, see box below); and
- two union-run MRCs in **Indonesia**, one in **Myanmar** and one in **Thailand**.

Organizing women migrant workers

In 2020 SAF-supported trade unions and workers' associations organized women migrant workers throughout ASEAN. Organizing initiatives provided ground-up, women-generated knowledge on women's experiences of working conditions; days off; violence, exploitation and abuse; and existing organizational support for migrant domestic workers.

In **Cambodia**, three Community Based Protection Networks have been established with **(54)** women members. They are increasing knowledge in migrant communities of origin on women's rights, safe migration, VAW and its prevention, labour rights, anti-human trafficking laws, essential services and social protection. These networks were set up in the last half of 2020, with the aim that not only will the members have stronger linkages and knowledge, but that they will raise awareness among other community members.

In **Indonesia**, through SAF's work **(45)** women migrant workers joined the migrant workers' union SBMI in various local branches, following SBMI's work carrying out participatory action research in villages. As part of the union, these women join other migrant workers to collectively advocate for migrant-friendly policy at the local to national levels. The women migrant workers now have access to services provided by SBMI, as well as support in negotiation during the labour migration process. The participatory action research process increased awareness and knowledge on the importance of unionism, organizing skills, collective bargaining and leadership skills for women migrant workers (see more in Output 1.1).

In the **Lao People's Democratic Republic**, **(13)** potential or returnee women migrant workers were networked into two LFTU-supported local support networks in Vientiane (established in January) and Savannakhet (established in February). Trade union support of the networks elevates their status, and the networks provide a place of empowerment, information and collective problem solving for women migrant workers.

⁴³ Per Spotlight Indicator 3.2.4 – Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction.

In **Malaysia**, SAF's MRC work through trade union partner MTUC resulted in **(73)** women migrant workers joining industry-specific unions, and **(2,700)** networked for organizing and union recognition in: ⁴⁴

- Johor Textile and Garment Workers Union
- Food Industry Employees' Union
- Electronics Industry Employees Union Southern Region Peninsular Malaysia (EIEUSR)
- a MTUC Johor peer network.

Their membership in the unions results in the ability to collectively bargain and negotiate with employers. With the ability to secure better working conditions and with the backing of a strong collective behind them, violence and harassment in the workplace are much less likely, and if they do face violence, women migrant workers have access to support and referrals through the MTUC.

Unexpected result: As a result of SAF's organizing work in an electronics factory in Johor (southern Malaysia), 150 Indonesian, Myanmar and Nepali women migrant workers (as well as their male colleagues) were organized and networked for union recognition/formation at their factory. The workers formed a poll and voted to form the union under the umbrella of the Electronics Industry Employees Union Southern Region Peninsular Malaysia. The workers have made an application to the trade union department of the Ministry of Human Resources for registration. The new union means that women migrant workers at the electronics factory will be able to collectively bargain and negotiate with their employer, once registered. The MTUC is hoping for the same result (union formation) in 2021 at a conductor factory in Johor with 500 women already organized. Unionized women are empowered women, able to respond to abuses like VAW with the solidarity of their colleagues supporting them.

One SAF-supported network of Indonesian migrant domestic workers in **Malaysia** (see 2019 Annual Report for its establishment) formally established their network as an organization in this reporting period (see box below).

SAF results at the grassroots level: New domestic workers' organization PERTIMIG ⁴⁵

At the end 2019, as an unexpected result of trainings, outreach and meetings, a core group of Indonesian migrant domestic workers in Malaysia had increased their knowledge, confidence and commitment. They started to understand that domestic workers suffer specific problems – including violence – partly as a result of their identities as migrants ⁴⁶ and as domestic workers, but also as women. By consensus they made a decision to establish an Indonesian migrant domestic workers' network.

⁴⁴ There is a possibility these are not distinct numbers.

⁴⁵ Per Spotlight Indicator 3.2.4 – Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction.

⁴⁶ There are other groups of Indonesians in Malaysia, such as SERANTAU, that are not sector specific.

After a year of operation (much of which involved urgent COVID-19 response), the domestic workers' network became an organization, Persatuan Pekerja Rumah Tangga Indonesia Migran (PERTIMIG), in December 2020 with (90) members. IDWF announced:

“This is the second organization of migrant domestic workers after the formation of AMMPO by the Filipino migrant domestic workers in the country [Malaysia]. Their successful formation gives powerful testimony to the world that nothing can stop domestic workers to organize for change.”

PERTIMIG will have their first annual general meeting online in Q1 2021. In preparation they have finalized their draft constitution and logo, and agreed upon leadership structures, roles and responsibilities.

In **Malaysia**, IDWF strengthened PERTIMIG and AMMPO in organizing, supporting 13 meetings, as well as capacity building (see Output 1.2). As a result, both PERTIMIG and AMMPO were active in conducting their regular meetings, involving more leaders and members (180 total). These regular meetings were done face-to-face in small groups and online. Increasing membership could not be a focus during the pandemic, as leaders were not allowed to go to public places for membership drives and outreach. As domestic workers are particularly isolated in the time of COVID-19, having a network to rely on and reliable information in case of VAW is essential.

Cross-border efforts by unions and migrant worker associations

Cross-border work is essential among migrant populations, and thus worker organizations throughout the region need to work together for case referrals in instances of violence, trafficking and other exploitation. Some unions are also working towards cross-border union membership, allowing migrants to take their memberships abroad and thus maintain the backing and services of a supportive organization.

The IDWF started preparatory work before the pandemic with the aim of forging future cross-border agreements for referrals and service delivery between **Indonesia** (as a migrant origin country) and **Malaysia** (as a migrant destination country). The IDWF in Malaysia and SBMI in Indonesia planned a joint workshop/training targeting returnee and potential migrant workers and village communities in two districts in Indonesia. However, the plan was postponed due to COVID-19 and travel restrictions.

Instead, as a key way to build cross-border networks, referrals and organizing, leaders of PERTIMIG in **Malaysia** and Suara Kita in **Singapore** engaged each other in joint capacity building and joint advocacy on women migrant worker leadership development and advocacy on a zero-cost labour migration policy to reduce debt burdens and risks of violence for women migrant workers. This engagement took the following forms:

1. Capacity building: Women's Leadership Training (1) (see Output 1.2);

2. Advocacy: Social Dialogue Webinar with Indonesian Government's BP2MI on the Zero Cost Policy (1) (see Output 1.1).

Cross-border networking for “Leave No One Behind” referrals

“Leave No One Behind” (LNOB) means going beyond national referral mechanisms to ensure international coordination of services.

The value-add of a regional programme like SAF is the ability to get people from across many countries together. This is especially essential in a programme on a topic that is inherently about women moving within that region. The rights, safety and services needs of these women are not confined to the borders and jurisdiction of just one country. Thus, stakeholders working with and for them need to coordinate across the same borders being traversed by women migrant workers. Instead of hosting one large regional meeting of migration service providers, in 2020 SAF hosted two targeted meetings including 69 service providing partners from seven ASEAN countries across the following six migration corridors:

- Cambodia–Malaysia
- Indonesia–Malaysia
- Philippines–Malaysia
- Myanmar–Malaysia
- Myanmar–Singapore
- Myanmar–Thailand

The results of the meetings can be found in the connections that stakeholders made with each other; newly built relationships that can now be drawn upon when cases need to be referred across borders, or when multi-country advocacy will be stronger than advocacy in one country alone. The partners gathered at the meetings now also have information about what each other does. They know who provides services in the other countries and what those service capacities are.

Based on SAF **Malaysia** mapping of available MRC services for women migrant workers, there is a clear need for cross-border collaboration among different organizations to ensure continuity in service provision to women migrant workers; as well as for coordination on regional advocacy strategies for protecting the rights of women migrant workers. Thus, SAF implemented the first in a series of Malaysian workshops for sharing of experiences among SAF MRCs with the objective of enhancing cross-border collaboration between trade union, government and CSOs that provide services to women migrants working in Malaysia (see Output 1.2). The workshop identified key elements for effective information sharing and collaboration on service provision to women migrant workers in Malaysia; shared case management practices among MRCs and select service providers in Malaysia and countries of origin (**Cambodia, Indonesia, and the Philippines**); and reflected on challenges and good practices for cross-border collaboration in providing support services to women migrant workers.

Similarly in **Myanmar**, SAF got 30 cross-border partners together via an online workshop: “Building Cross-border Initiatives to Reduce Violence against Migrant Women Workers”. Involving trade union and CSO migrant service providers, the meeting was a robust platform for frontliners across three corridors to share and coordinate. As a country of origin, Myanmar partners met with destination country partners from **Malaysia, Singapore and Thailand**.

Output 1.4

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.

During the reporting period, **(17,683)** women migrant workers (of **29,495** total migrants, including family members) increased their knowledge of and access to support services.⁴⁷ Government agencies, trade unions and CSOs provide these services as SAF Migrant Worker Resource Centres (MRCs) in **Cambodia, Indonesia, Lao People’s Democratic Republic, Malaysia, Myanmar, Singapore and Thailand**. Among the cases received, **(1,398)** had case complaints resolved – lost wages or unlawful wage deductions were recovered; referrals were made to specialist EAW or other services; and women migrant workers were successfully assisted at relevant legal tribunals, transferred to new employers, or repatriated to their countries of origin.

SAF has built on the existing model of MRC services to make it more specific to the project’s objectives and priorities of supporting women migrant workers in the context of prevention of trafficking and violence. While the scope of services provided by MRCs varies depending on the location and capacity of partners, specific SAF interventions include:⁴⁸

- case management services, including legal aid, counselling, shelter and referrals to EAW and other service providers;
- organizing women migrant workers and their families into trade unions, migrant associations and/or peer support networks (see Output 1.3);
- disseminating information on labour rights, safe migration, issues of violence against women and human trafficking, including through individual sessions, trainings, and outreach and advocacy activities;
- conducting trainings to build the capacity of women migrant workers to be community leaders (see also Output 1.2⁴⁹);
- conducting trainings to build the capacity of MRC staff, frontline service providers and duty-bearers in local communities to enhance their understanding of issues on gender equality and women’s empowerment, labour migration, violence against women and

⁴⁷ SAF 1.4.1–3 results are per Spotlight Indicator 4.1.2. – Number of women and girls with access to programmes developed to integrate VAWG response into SRH, education and migration services.

⁴⁸ Note that SAF Indicators 1.4.1–3 results are per Spotlight Indicator 4.1.2. – Number of women and girls with access to programmes developed to integrate VAWG response into SRH, education and migration services.

⁴⁹ When women migrant workers are leaders of an organization, their training numbers are recorded under SAF Indicator 1.2.1.

trafficking in persons, and to enhance their effectiveness at delivering services (see Output 1.2); and

- building the skills of women migrant workers.

Note: SAF engaged men (including family members of women migrant workers) across all objectives to share information on VAW prevention and trafficking (unsafe migration) prevention in quarantine centres and at MRCs. Men are integral in VAW prevention at home, and (in some cultures) are integral to women's migration decision-making in families and communities. Some men who benefitted from SAF interventions may not all be family members of women migrant workers (as per indicators in SAF logframe), but in the larger context of prevention of violence against women, engaging with these men will contribute to the goal of ending violence against women and women migrants.

Support services and legal aid provision

Due to the COVID-19 pandemic, SAF increased its support to service delivery to better enable government, trade union and CSO service providers to respond to the needs of women migrant workers. Strategies and activities were adjusted, and for some organizations, additional funds were provided to adequately respond to situations of labour exploitation, violence against women and trafficking. Face-to-face trainings, community outreach and information dissemination activities required that partners decrease the number of participants, use larger venues and/or move to online platforms. Additional funds were provided to partners in order to increase support to centres and shelters that were running on full capacity, as well as to distribute PPE and COVID-19 information.

In **Cambodia**, SAF supported the National Employment Agency (NEA) to operate MRCs in Siem Reap and Kampong Thom, as well as the Provincial Department of Labour and Vocational Training (PDOLVT) to operate an MRC in Kampong Thom to provide integrated support services to women migrant workers.

Links between the NEA and PDOLVT MRCs are crucial to strengthening women's empowerment and access to justice. Through NEA and PDOLVT collaborations within their respective provinces, **(740)** women migrant workers (from **1,155** total beneficiaries) have benefitted from trainings and counselling sessions on legal and labour rights, pre-departure information, how to look at labour contracts, VAW prevention measures, how to file complaints, and financial literacy.

While the NEA conducts outreach activities, organizes peer support networks and conducts trainings for women migrant workers and their families; their case management work entails referring clients to appropriate service providers. The PDOLVTs are key frontline agencies that assist migrant workers and their families in resolving disputes; accessing grievance mechanisms; and pursuing claims related to labour violations, exploitation, abuse, violence and human trafficking. The PDOLVTs cooperate with the NEA to collect case information, facilitate referrals and provide follow-up support. The PDOLVTs also complement the NEA's outreach work by disseminating

information on safe migration and on private recruitment agencies that are duly registered with the Government, as well as conducting coordination meetings and capacity-building trainings among relevant provincial stakeholders.

In addition, the programme has also partnered with the Cambodian Women's Crisis Center (CWCC) to run mobile MRCs to six communities in Phnom Penh and Kandal Province. In its first quarter of implementation, **(17)** women migrant workers (from **30** total) received one-on-one safe migration and psychosocial counselling. The CWCC collaboration includes establishing and training Community Based Protection Networks that will conduct community awareness-raising activities on safe migration, labour rights, gender equality and how to mitigate against issues of violence and trafficking, and also conduct trainings for women migrant workers and their families on the topics above. By working closely with local authorities, three Community Based Protection Networks have been formed with **(60)** members (**54** women), 26 of whom are returned women migrant workers. The CWCC collaboration also includes providing psychosocial counselling, shelter and legal assistance, and referral services, as well as engagement with local duty-bearers on gender equality, anti-TIP coordination, and victim identification and support to enhance measures for combating unethical recruitment, labour exploitation, violence against women migrant workers and trafficking in persons (see also Output 2.4).

In **Indonesia**, in relation to the work under Output 1.1 (see relevant section above), SAF is supporting the Government's drafting of subordinate regulations to Law 18/17. Key advocacies that were successfully integrated into the subordinate regulation covering the LTSAs (One-Roof Integrated Service Centres) were the provision of legal and psychosocial counselling and dissemination of employment-related information in local communities, as well as government cooperation with non-government organizations in providing these services. The law and subordinate regulation calls for local governments to establish and mechanisms to implement LTSAs. LTSAs provide an accessible, cheaper, faster and more transparent placement process for prospective migrant workers. Law 18/2017 calls for LTSAs to facilitate the documentation and placement of migrant workers, which will benefit women migrant workers especially, as they may not otherwise have access to the same degree of information on migration and other administrative processes as men do.

To support the implementation of the LTSA subordinate regulation, SAF has established MRCs with a particular focus on providing services to women migrant workers and addressing issues of exploitation and abuse. The establishment of these MRCs supports the expansion of LTSA functions with more gender-responsive non-administrative services that include providing authoritative information, as well as case management, legal aid and other support services to potential, current and returnee women migrant workers and their families. Services will address labour migration related concerns, as well as the particular needs of women migrant workers who experience violence, harassment and/or trafficking, through referrals. In addition, the MRCs also provide important data on labour migration; shed light on rights abuses and experiences of violence against women migrant workers; and play a vital role in facilitating multi-stakeholder

dialogues on labour migration issues, violence against women migrant workers, emerging trends, as well as opportunities to increase cooperation among local level stakeholders.

The Ministry of Manpower has agreed to pilot a collaboration between the government-run LTSAs and the MRCs that would be operated by workers and CSOs with experience working on labour migration and gender-based violence. The pilot integration of LTSA and MRC services are being implemented in: (1) Cirebon District, West Java Province and (2) Tulungagung District, East Java Province, where LTSAs already exist. The Ministry of Manpower has also agreed to pilot MRCs in (3) East Lampung District, Lampung Province and (4) Blitar District, East Java Province, where LTSAs have not yet been established and where the MRCs will instead collaborate with the local Manpower Office. SAF is collaborating with KSBSI to operate the MRCs in Blitar and Tulungagung districts in East Java in cooperation with Koalisi Perempuan Indonesia (the Indonesia Women's Coalition, or KPI); with SBMI to operate the MRCs in Cirebon, West Java, in partnership with the Women's Crisis Center (WCC) Mawar Balqis; and in partnership with Women's Solidarity (Solidaritas Perempuan Sebay Lampung) in Lampung, East Lampung.

In the **Lao People's Democratic Republic**, SAF has partnered with the LFTU to:

1. provide women migrant workers with access to counselling and case management services, community support networks, as well as outreach and awareness activities in four districts near the MRC in Savannakhet Province. These services are targeted at women in the garment sector and recent graduates who may potentially work overseas;
2. increase the capacity of MRC staff and other frontline service providers in Savannakhet, Champassak, Luang Prabang and Xaiyaboury on gender norms, issues affecting Lao women migrant workers (including vulnerabilities to irregular migration, exploitation, violence and trafficking), labour rights and safe migration processes. MRC staff also have increased their knowledge on data collection and case documentation.
3. promote dialogue and increase awareness among duty-bearers, service providers and communities on safe migration, violence against women and trafficking in persons.
4. hold celebrations for International Women's Day, Labour Day, International Domestic Workers Day, International EAW Day and International Migrants Day in Savannakhet Province, thereby increasing public knowledge of the contribution of women migrant workers, addressing negative perceptions, and raising awareness about safe migration, violence against women and trafficking in persons.

While the COVID-19 pandemic has reduced the number of migrant workers and their families from physically seeking services at the centre, the LFTU has focused on community outreach in Savannakhet as well as in five factories in Vientiane with high numbers of potential migrant workers. The outreach to factories, in particular, reached **(2,553)** workers **(2,144)** women) who received information about formal migration channels and processes, and increased their understanding of labour exploitation, violence and harassment at work, and trafficking in persons (see Annex G – Story 8).

In **Malaysia**, SAF has partnered with the MTUC to run MRC services in Johor, and on a cost-shared basis (with ILO's TRIANGLE in ASEAN programme) in Kuala Lumpur. During the reporting period, MTUC MRC Johor provided counselling and legal aid services to **(717)** women migrant workers. The MTUC has also reached out and disseminated information among **(6,896)** women migrant workers and their family members **(2,862)** women)

SAF is also collaborating with the Selangor Friends of Women Association (Persatuan Sahabat Wanita Selangor, or PSWS), a Malaysian CSO that works with local and migrant women workers in the plantation, electronics, domestic work and informal sectors, and which collaborates closely with other workers' and women's groups to advocate for gender equality (see Annex G – Story 2). The PSWS assisted AMMPO to develop a gender-based violence and harassment module that would be integrated into the AMMPO's post-arrival training for migrant domestic workers from the Philippines, which is co-organized with the Philippine Embassy. The PSWS focuses on strengthening Indonesian, Filipino and Cambodian migrant workers' communities – nurturing migrant leaders to organize and support communities; refer cases to appropriate services providers; and disseminate information about labour rights, gender equality, violence, harassment and trafficking as well as on how women migrant workers can protect themselves and seek redress.

In addition, the PSWS has been conducting dialogues with the Malaysian Government and relevant embassies that have widened the space for women migrant workers to advocate for their labour rights. There are early signs that PSWS' dialogue with the Department of Labour has increased PSWS' ability to support women migrant workers in the process of filing formal complaints and accessing redress. PSWS' case data has shown an increase in the number of women migrant domestic workers filing complaints at the Department of Labour. Meanwhile, PSWS dialogues with labour attachés have provided space for women migrant workers to discuss the challenges they face during COVID-19 and to advocate for their own rights with the missions of countries of origin. These processes have increased labour attachés' understanding of the need for consular and other forms of support provided by the embassies of countries of origin, in addition to increasing women migrant workers' knowledge of the efforts undertaken by embassies to support their nationals in Malaysia.

SAF also collaborates with Tenaganita, a CSO that, among other services, works on migrant rights protection; responds to cases of labour exploitation, violence against women and trafficking; and runs a shelter for women migrant workers. Under the collaboration, SAF supports Tenaganita MRCs in Kuala Lumpur/Selangor and Penang that provide women migrant workers with case management services, run hotlines and a shelter, and conduct community outreach and trainings on labour rights, gender equality, violence against women, trafficking in persons, reproductive health, and occupational safety and health. In the second half of 2020, Tenaganita assisted **(89)** women migrant workers in Kuala Lumpur/Selangor and Penang to exit situations of violence and receive case management and counselling services. In addition, **(1,772)** migrant workers **(1,623 women migrant workers)** received information and training on their legal, labour and women's rights; the labour and immigration laws in Malaysia; occupational safety and health considerations;

issues of workplace violence and harassment; and how to refer cases to Tenaganita and access support services (see Annex G – Stories 7 and 20).

SAF established MRCs in **Myanmar** with the Ministry of Labour, Immigration and Population's Labour Exchange Offices in Aunglan, Hinthada and Loikaw in 2020, and is working with the Government to open a fourth in Mohnyin in 2021. Due to the lack of sufficient space, ensuring confidentiality at the current Labour Exchange Office buildings presented a challenge. To remedy this, SAF constructed an additional room for each of the MRCs in Aunglan and Loikaw, thereby providing women a safe space to come and discuss issues in case of violence and abuse. MRC activities include counselling services; referrals to relevant service providers, focusing on women migrant workers who have experienced labour exploitation, violence and/or harassment in the workplace; and community outreach. Gender experts have been engaged in each of the MRCs to coordinate with the Labour Exchange Office staff on service delivery, as well as to mainstream gender into MRC interventions. During the reporting period, the COVID-19 pandemic has made it difficult for women migrant workers to travel to the centres to seek assistance. The MRCs have responded to this challenge by focusing on online service delivery and community outreach, including the dissemination of COVID-19 information materials, such as the **“Safety Planning for Violence Against Women during the COVID-19 Pandemic”** information postcard. Through this intervention, **(5,811)** women migrant workers and their families **(3,351)** women) received this important information.



SAF, in collaboration with the Ministry of Labour, Immigration and Population (MOLIP) opened the Loikaw Migrant Worker Resource Centre located in the local Labour Exchange Offices of MOLIP.

In the **Philippines**, negotiations have been finalized with the provincial government of Negros Occidental and the Tabaco City government to operate MRCs. The implementation agreements aimed to be signed by January 2021. Under both implementation agreements, the collaboration with the local governments aims to establish gender-responsive MRCs and to link them with existing local OFW helpdesks in order to provide services with a particular focus on women migrant workers, as well as to reach out to local communities by raising awareness on gender stereotypes and involving men and families in preventing violence against women migrant workers. In addition, the collaboration will build the capacity of women migrant workers, community leaders and migrant associations to enable them to respond to issues faced by women migrant workers, assist in access to services, and actively participate in discussions on local labour migration governance.

In **Singapore**, SAF works with the Humanitarian Organization for Migration Economics (HOME), a CSO that provides shelter, psychosocial services, legal aid and referrals to women domestic workers. In 2020, HOME provided case management services to (1,577) women migrant domestic workers. Common issues among migrant domestic workers include monetary compensation for unpaid salary and unlawful wage deductions, excessive work hours, no rest days, retention of identity documents, harassment, sexual and psychological violence, and poor living and working conditions. Services included shelter, treatment through their in-house doctor and medical referrals, as well as coordinating with Ministry of Manpower and the police to get the best possible case outcomes. HOME has also provided information, counselling and training to 1,945 women migrant domestic workers through their shelters, help desks, hotlines and online (see also Annex G – Story 9).

HOME also works with women domestic workers to empower them as community leaders and advocates. HOME is:

1. providing distressed women migrant domestic workers with information (through help desks, hotlines, outreach activities and social media), psychosocial counselling, medical assistance and legal support services;
2. conducting trainings for migrant domestic workers on labour rights;
3. building the capacity of a limited number of migrant domestic workers to be community leaders through training on leadership, grievance mechanisms, how to identify women who may have experienced violence, forced labour and/or trafficking, as well as listening and negotiation skills;
4. networking migrant domestic workers into support groups;
5. training first responders and caseworkers on providing distressed women workers with options and appropriate services; and
6. organizing dialogue between women migrant workers and relevant stakeholders in Singapore.

SAF in **Thailand** continued its partnership with the IOM to provide art therapy, counselling, food, PPE and shelter services to **(307)** Myanmar Muslim migrants and trafficked persons **(203 females)**⁵⁰ in various shelters and detention centres located in Bangkok, Chiang Rai, Nonthaburi, Pattani, Phangnga, Ranong, Songkhla and Surat Thani. Close coordination and regular meetings were conducted with government authorities and other key stakeholders to discuss the needs of the beneficiaries and activity plans. In Thailand, **(412)** further migrant workers received information on violence against women, COVID-19 prevention and updated migration regulations via SAF MRC partner Raks Thai.

Skills development and certification

Skills development and certification supports the empowering of women, enabling them to access decent jobs and supporting prevention of violence against women. With higher levels of skills, women migrant workers have more negotiating power and a better market position, making them less dependent on brokers and potentially abusive employers (see more in Output 1.2 about SAF partnerships with skills training centres).

In **Cambodia**, **(84)** potential and returnee women migrant workers in hotel services were assessed for recognition of prior learning (RPL) in Siem Reap through work by the Ministry of Tourism.⁵¹ Workers who have gained on the job experience in Cambodia or abroad and who have not gone through formal education can attain certification of their skills through RPL assessments. SAF worked with the Ministry of Tourism to develop the RPL assessments and to hold preparatory and analysis workshops with the assessors.

In the **Philippines**, a pilot group of **(50)** women OFWs [who worked in the manufacturing, services or domestic work sectors abroad] and **(50)** local women workers and migrant families got access to technical and vocational courses and TESDA National Certificates on web development and design, SAF helped identify, contact, and facilitate the registration of the women to the TESDA courses; TESDA provided scholarships and conducted the courses. They also got soft skills training on job preparedness, applying for jobs, workplace skills and safety at work which will be essential for work in Philippines and abroad.

SAF had reached out to more than 1,500 OFW returnees, and more than 240 expressed interest, indicating there is much more work to be done. This scholarships and skills training programme called #WomenOFWsCanDolt⁵² was publicly launched on 18 December (International Migrants Day). The programme is ongoing and will be expanded in 2021 in terms of number of courses, TVET schools and scholars/trainees, targeting women migrant workers and their families. Successful completion of a course results in the graduate receiving a TESDA National Certificate or a TESDA

⁵⁰ Figures refer to services received by Myanmar Muslim women and trafficked persons supported across 2020. This project included women and girls, men and boys.

⁵¹ They were assessed in Level 1 for Common ASEAN Tourism Curriculum Certificate II.

⁵² The programme is the result of a collaboration between SAF, the ILO Women in STEM Programme, the Technical Education Skills Development Authority (TESDA) – National Capital Region, and the Overseas Workers Welfare Administration's National Reintegration Center for OFWs.

Training Certificate. These can be used in applying for tech-vocational jobs in the Philippines or abroad (see Output 1.2 above and the section on “Innovative, promising or good practices” below). An additional (20) women migrant workers received financial management training through the Western Visayas Migrants, OFWs and Families Credit Cooperative.

Specific Objective 2

Specific Objective 2 – Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services.

Output 2.1

Output 2.1 – Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to violence against women to end impunity and improve women's access to essential services, including justice, with a focus on women migrant workers.

During the reporting period, SAF provided technical inputs to the following:

- Third National Action Plan to Prevent Violence against Women, **Cambodia (1) (adopted)**
- Protocol for Handling Cases for Gender-based Violence and Human Trafficking of Indonesian Women Migrant Workers during the COVID-19 Pandemic, **Indonesia (1) (adopted)**
- Ministry of Women's Empowerment and Child Protection Regulation on the Protection of Women Migrant Workers, **Indonesia**
- Governor Decree on Minimum Service Standards for Integrated Services for women victims of trafficking, including women migrant workers in West Java, **Indonesia**
- Second Five-Year National Plan of Action of the Lao People's Democratic Republic, **Lao People's Democratic Republic**
- National Action Plan on Anti-Trafficking in Persons (2021–2025), **Malaysia** (also reported under Outcome 1.1)
- National Action Plan on Elimination of Violence Against Women, **Malaysia**
- Anti-Trafficking in Persons Law, **Myanmar**
- Implementing Rules and Regulations of the Act Establishing the Office for the Social Welfare Attaché (Republic Act No. 11299), **Philippines (1) ¹ (adopted)**
- Draft Federal Law on Gender-Responsive COVID-19 Crisis Response for Women Migrant Workers Subject to Violence, **Philippines**
- National Standard Operating Procedures on Violence against Women, including Migrant Workers, **Thailand**
- Law on Contract-Based Vietnamese Overseas Workers, **Viet Nam (adopted)** (see Outcome 1.1)
- The Standard Operating Procedure for Supporting Overseas Vietnamese Women Victims of Violence, Abuse, Sexual Harassment and Trafficking in Persons, **Viet Nam**

¹ The Implementing Rules and Regulations of the Act Establishing the Office for the Social Welfare Attaché (Republic Act No. 11299) was counted in SAF 1.1.1 in 2019 with inputs from SAF (ILO and UN Women). The Implementing Rules and Regulations were adopted in 2020 with inputs from SAF (ILO and UN Women). Given that it has been “counted” twice across two years in annual reports, in the SAF cumulative cross-objective totals of inputs to law and policy change it will only be counted one time to avoid double counting.

Law and policies reform ⁵³

Despite the challenges brought by COVID-19 pandemic and the concomitant slowdowns in legislative reform, SAF has been active in providing technical inputs and support to relevant reform processes.

In **Indonesia**, the Governor’s Decree on Minimum Service Standards for Integrated Services for Women Victims of Trafficking, including Women Migrant Workers in West Java is being amended, through SAF technical support. A study to identify the impact of *Perda* (Local Ordinance) No. 3/2008 on the Prevention and Management of Victims of Human Trafficking in West Java and of *Pergub* (Gubernatorial Regulation) No. 63/2014 on the Minimum Service Standards for Integrated Services for Victims of Human Trafficking and Violence against Women and Children in West Java, in both normal times and emergencies such as the COVID-19 pandemic (see also Output 3.1) was undertaken by SAF. The study generated evidence on the need for the establishment of standards on quality of services for survivors of VAW and trafficking in persons, including women migrant workers. SAF has been using the results from the study to elaborate recommendations for the review of the aforementioned Governor’s Decree, including the need for identifying clear roles for key actors and service providers involved in the migration cycle, so they can be integrated into accountability mechanisms to be established by the Decree.

In addition, the Ministry of Women’s Empowerment and Child Protection in Indonesia benefited from SAF’s technical support to amend the Regulation on the Protection of Women Migrant Workers. SAF gave technical comment towards aligning it with CEDAW and the President’s instruction on gender mainstreaming (see also Output 1.1). With the inputs provided by SAF, the draft Regulation addresses violence against women migrant workers and trafficking in persons in all parts of the labour migration cycle. When adopted, this regulation will complement Law 18/17 and provide a gender-responsive framework for labour migration. It will also serve as a legal umbrella to incorporate a gender lens into labour migration governance, particularly at the sub-national level. This will contribute to reducing women’s vulnerability to violence and trafficking and to ensuring women migrants’ access to coordinated quality services.

⁵³ Per Spotlight Indicator 1.1.1 – Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR [human rights] standards. For Spotlight Indicator 1.1.1 reporting, SAF includes a total of 12 laws and policies. This includes seven total from SAF indicator 1.1.1 (two of which were adopted), and one adopted law reported in SAF 2.1.1, as well as four additional laws given technical input and not yet adopted under SAF 2.1.1 work.

In **Myanmar**, the draft Anti-Trafficking in Persons Law is under discussion and technical inputs were provided by SAF, with the aim to advocate for the inclusion of forced pregnancy as one of the forms of exploitation explicitly referenced in the law. This would protect women who are trafficked to other countries and forced to bear children, considering Myanmar does not have laws addressing surrogacy as a type of violence. The inclusion of forced pregnancy in the law would imply prosecution of such cases. The inputs were provided by SAF during a consultative meeting organized by the Ministry of Social Welfare, Relief and Resettlement to review the anti-trafficking law and will be shared with other relevant ministries in 2021.

In the **Philippines**, the Implementing Rules and Regulations of Republic Act No. 11299 were adopted, thus operationalizing the establishment of the Office for the Social Welfare Attaché. The development and adoption of these rules and regulations was supported by SAF in 2019 and 2020, with the aim to ensure gender-sensitive provision of services and assistance, including repatriation services, to returning OFWs, especially those who have experienced violence and abuses.⁵⁴

Further in the region, draft legislations on violence against women and trafficking in persons were strengthened through SAF technical inputs, with the aim of enhancing their alignment with international standards. In the **Philippines**, SAF, in partnership with Global Rights for Women, provided technical inputs to the draft Federal Law on Gender-Responsive COVID-19 Crisis Response for Women Migrant Workers Subject to Violence, which were elaborated through roundtable consultations with UN agencies, CSOs and legal experts. As a result, the draft bill addresses the needs of women migrant workers subject to violence during the pandemic and highlights the need for coordinated responses and the provision of gender-responsive and quality essential services, with a specific section of the draft bill devoted to women migrant workers. The draft bill includes measures that will strengthen the Government's accountability for protecting women migrant workers from violence.

In **Viet Nam**, the legal framework to facilitate international migration was strengthened to better protect the rights of migrant workers, especially women migrant workers experiencing violence and abuses, through the amendment of the **Law on Contract-Based Vietnamese Overseas Workers**, which was achieved in part through financial and technical support from SAF in collaboration with the Viet Nam Women's Union (see also Output 1.1). For the development process, under Objective 2 specifically, SAF collaborated with the Viet Nam Women's Union to advocate for the inclusion of women migrant workers' needs in the law and to identify legal gaps that could affect women's migration pathways. As a result, SAF supported the Women's Union to develop a policy brief to advocate for gender mainstreaming within the law through the voices of women migrant workers (see also Output 3.1).

⁵⁴ The Implementing Rules and Regulations of the Republic Act No (RA) 11299 Act Establishing the Office for the Social Welfare Attaché (Republic Act No. 11299), Philippines, was counted in SAF 1.1.1 in 2019 with inputs from Objective 1. It was also developed in 2019 and adopted in 2020 with inputs from Objective 2. Given it is 'counted' twice across years (responding to different indicators), in the SAF cumulative cross-objective totals of inputs to law and policy change, it will only be counted one time to avoid double counting.

Adoption of national strategies and action plans ⁵⁵

National Action Plans and strategies

New National Action Plans on Violence against Women were developed during the reporting period in **Cambodia, Indonesia, the Lao People's Democratic Republic and Malaysia**, with a special focus on the needs of marginalized groups, including women migrant workers.

In particular, the Third National Action Plan to Prevent Violence against Women (2019–2023) (henceforth referred to as the “3rd NAPVAW”) was launched by the **Cambodian** Government. The 3rd NAPVAW is notable as it successfully brought focused attention to the specific needs of women migrant workers, with the technical support provided by SAF, and included a dedicated section on the prevention of violence through social norms change. With the 3rd NAPVAW, women, including women migrant workers, will receive better coordinated quality services through established referral guidelines, the review of laws and policies to assess gaps in implementation, and the development of a comprehensive data collection system. The technical inputs from SAF were based on key knowledge products developed by SAF in 2018–19, including the “[16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence](#)” and the Policy Brief on “Coordinated Quality Services for Ending Violence against Women Migrant Workers”. Based on the lessons learned from the technical support provided in Cambodia, SAF developed a “[Guidance Note to Develop Migrant-Sensitive National Action Plans on Violence against Women](#)” (see also Output 3.1), which was used to provide technical support to the **Lao People's Democratic Republic and Malaysia**. The Guidance Note will be further used as a tool to advocate for the development of migration sensitive NAPVAWs in other countries in the region.

In **Indonesia**, survivors of violence against women and human trafficking will be better supported by frontline service providers, especially during the COVID-19 pandemic, as a result of the newly adopted [Protocol for Handling Cases for Gender-based Violence and Human Trafficking of Indonesian Women Migrant Workers during the 19 Pandemic \(1\)](#) by the Ministry of Women Empowerment and Child Protection, which was developed with the support of SAF. The Protocol aims to provide practical guidelines for service providers to better support women, including women migrant workers abroad, who have experienced violence during the pandemic. SAF advocated for the prioritization of VAW during the pandemic and for the development of such a protocol to address the specific needs of Indonesian women migrant workers throughout

⁵⁵ Per Spotlight Outcome Indicator 1.2 – Proportion of target countries that have national and/or sub-national evidence-based and costed action plans and M&E [monitoring and evaluation] frameworks on VAWG/HP [violence against women and girls/harmful practices] that respond to the rights of all women and girls and are developed in a participatory manner; and Spotlight Indicator 1.2.1 – Number of draft evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of groups facing intersecting and multiple forms of discrimination with M&E frameworks and proposed budgets. SAF can report one final National Action Plan (NAP) related to SAF Indicator 2.1.2, but also three draft NAPs. Thus, to Spotlight Indicator 1.2.1, SAF reports four adopted and draft NAPs (see SAF 2.1). Further, per Spotlight Indicator 4.1.9, the related SAF proportion is one of ten ASEAN countries that have developed national guidelines or protocols for essential services that specifically address the needs of women and girls facing multiple and intersecting forms of discrimination. All results are from the reporting period 1 Jan – 31 Dec 2020.

the migration cycle. The technical inputs provided by SAF were based on the “16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence”. Moreover, the Protocol refers to the [service directory for women migrant workers](#) (see also Output 2.2 and 3.1) developed by SAF, as resource material. Currently, SAF is working with the Government to disseminate and implement the Protocol at both the national and provincial levels.

Unexpected result: Through the SAF programme, the Indonesian Protocol was presented in international and regional forums, and as a result, the Government of Viet Nam has officially requested SAF's support in adapting the Protocol to the Vietnamese context.

In the **Lao People's Democratic Republic**, SAF, in cooperation with CARE International and UNFPA, provided technical inputs to develop the Second Five-Year National Plan of Action on Prevention and Combating of Violence against Women (2021–2025). The process of finalizing the Lao NAPVAW was put on hold by the Government due to the COVID-19 pandemic, but is expected to start again soon.

In **Malaysia**, the National Action Plan on Elimination of Violence against Women is being developed with technical inputs by SAF advocating for a migration sensitive plan. The inputs provided by SAF were submitted through the active engagement of the programme as part of the UN Gender Results Group technical working committee.

“A Guidance Note to Develop Migrant-Sensitive National Action Plans on Violence against Women”

Women constitute approximately half the people who live and work outside their country of origin. Women migrant workers are making substantial social and economic contributions to their communities and countries of origin and destination, and they can significantly increase their agency through the decision to migrate. Women's experiences when migrating demonstrate that women are at increased risk of multiple forms of discrimination, violence and harassment based on race, ethnicity, nationality, age, migration status and sex- or gender-associated characteristics. Perpetrators can be employers, community members, state actors, work colleagues, clients or patients, smugglers, traffickers, intimate partners or others. Gender discrimination and the weaker position of many women in most societies are often the root cause of women migrant workers' greater risk of experiencing violence, harassment, exploitation and trafficking at all stages of the migration process.



“A Guidance Note to Develop Migrant-Sensitive National Action Plans on Violence against Women” is a technical resource that builds on the recommendations and guidance in the *Handbook for National Action Plans on Violence Against Women*, and provides specific guidance to ensure the concerns and interests of women migrant workers are incorporated into National Action Plans on Ending Violence Against Women. It is noted that while all of the recommendations in the *Handbook* apply, the Guidance Note only focuses on women migrant workers’ rights and needs. As such, in each section, considerations for addressing women migrant workers’ needs in national action planning are described. The recommendations in each section are also aligned with the “Essential Services Package for Women and Girls Subject to Violence” and the “16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence”.

Furthermore, **Malaysia’s** draft National Action Plan on Anti-Trafficking in Persons (2021–2025) was developed by the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Council (MAPO) with the support of SAF. Technical inputs were provided to strengthen protection and support to survivors (see also Output 1.1) as part of a technical working committee established for the National Action Plan (see also Output 2.4), bringing together UN agencies and CSOs. The inputs from SAF mainly focused on enhancing the prevention of trafficking in persons by addressing risk factors, protection through legal remedies and provision of services to survivors, including increased prosecution of TIP. The Plan is expected to be finalized in 2021.

At the **regional level**, ASEAN Member States, with technical support from SAF, are assessing their mid-term progress on the implementation of the ASEAN Regional Plan of Action on Ending Violence against Women to ensure its alignment with survivor-centred and rights-based approaches. Key recommendations have been elaborated through a series of national consultations across the region, with a specific focus on migration. The recommendations drawn from the review process will be reflected in the 2021–2025 work plans of the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children and the ASEAN Committee on Women, to further strengthen ASEAN Member States’ obligations on ending violence against women, especially women migrant workers, and on prevention of trafficking. The report on the mid-term review and the work plans of the two ASEAN bodies will be finalized in 2021.

National standard operating procedures

During the reporting period, the importance of developing national-level standard operating procedures (SOPs) to respond to violence against women, including women migrant workers, in both normal times as well as during the pandemic became significant as the need of quality coordinated essential services for survivors of violence or trafficking has increased under the impact of COVID-19. Although service provision has been a clear priority during the pandemic, the disruption of services and the need to update referral pathways impacted the development of national SOPs, creating more bottlenecks and slowing down processes, especially at the national level. To be ready to continue

the work initiated in previous years on the development of national SOPs, a “Guidance Note for the Development of Standard Operating Procedures” (in drafting, see also Output 3.1) is being drafted by SAF to be used as an essential tool by duty-bearers. Because of the multi-faceted nature of violence against women and the specific challenges and needs of women migrant workers, coordinated approaches to addressing it are considered more effective than those based on a single perspective, sector or approach. The guidance note includes practical measures to be taken in order to elaborate SOPs in normal times and in times of crisis or during pandemics such as COVID-19. Upon requests from countries in ASEAN, **the guidance note includes a standard SOP** that can be contextualized by national stakeholders and is meant to facilitate the process of developing a coordination mechanism.

Based on the guidance note and the experience of developing the local SOPs in Mae Sot, **Thailand** (see also Output 2.2), SAF successfully engaged with partners in Thailand and advocated for the elaboration of a national SOP on violence against women, including women migrant workers, which is currently being drafted.

In **Viet Nam**, based on the guidance note and on learnings from the support provided by SAF in developing Indonesia’s Protocol for Handling Cases for Gender-based Violence and Human Trafficking of Indonesian Women Migrant Workers during the COVID-19 Pandemic, and leveraging an ongoing partnership with the Ministry of Foreign Affairs, a draft Standard Operating Procedures for Supporting Overseas Vietnamese Women Victims of Violence, Abuse, Sexual Harassment and Trafficking in Persons was drafted. The SOP will equip Vietnamese foreign service officials abroad with a tool to enhance the support provided in cases of gender-based violence and trafficking in persons at all stages of the migration journey. Furthermore, through the implementation of the SOP, Vietnamese embassies abroad will be able to collect administrative data on the reported cases of violence and abuse. The SOP is expected to be finalized in 2021.

Output 2.2

Output 2.2 – Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral service provision that responds to the needs of migrant women workers is strengthened.

Information system strengthening

During the reporting period, SAF prioritized support to hotlines and remote service provision to make sure quality essential services continued to be provided to women survivors of violence during the COVID-19 pandemic. To do so, SAF supported partners to enhance data collection systems to generate evidence on the emerging needs of women, including women migrant workers in the region.

In Viet Nam, one of the helplines providing services to survivors of violence run by the Center for Studies and Applied Science in Gender, Family, Women and Adolescents (CSAGA) was supported by SAF not only to respond to the increased number of calls, but also to strengthen its information system, documenting specific cases of women migrant workers (1). The strengthened documentation system now allows for categorization of cases by gender, forms of reported violence, migratory

status and type of service provided. In 2020, CSAGA's information system captured **(58) calls from women migrant workers** (see also Output 2.4). The data collected from the information system are being utilized to further improve services. With the strengthened information system, CSAGA is producing daily statistics to see the evolution in terms of number of calls received, number of calls missed and types of violence reported in order to strategically make decisions on the allocation of resources to ensure no call from a survivor is left unanswered. In terms of types of violence reported, statistics generated by CSAGA show increased levels of domestic violence and mental health issues related to the impact of the pandemic on households.

Referral mechanisms

During the pandemic, having updated referral mechanisms, especially at the organizational and local levels, was of paramount importance to ensure a timely response to violence and quality service provision. SAF supported partners to enhance and update their referral pathways as part of local SOPs.

Key information and the contact details of available essential services for women migrant workers across the countries were consolidated by SAF into a regional Service Directory for Women Migrant Workers in the ASEAN Region and into country-specific service directories for women migrant workers in **Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, the Philippines and Viet Nam** to increase the accessibility of those services and to enhance referrals. Thailand will finalize its service directory in 2021. Throughout the year, the developed service directories were circulated to service providers, government officials and women migrant workers. For women migrant workers, in particular, a post-card version of the [Regional Service Directory for Women Migrant Workers in the ASEAN Region](#) was disseminated in English, Khmer, Bahasa Indonesia, Malay, Laotian, Myanmar language, Tagalog, Thai and Vietnamese, with contacts available in Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam (see also Output 3.1). The service directory facilitates referrals by making it easy to obtain necessary information on relevant and available service providers. The service directory provides detailed information on available services, including (but not limited to) locations, contact information, types of services, target populations for the service and hours of service. Services featured in the directory cover the health, police/justice, social and labour services; hotlines and shelters; and other relevant service providers offering essential services (or multi-sectoral services) to respond to the needs of women migrant workers who have been subject to violence (see also Output 2.3).

In **Indonesia**, a local referral system was established in West Java with SAF's support **(1)** to provide standardized quality referral services to survivors of violence and trafficking, and it was formalized through internal SOPs among three organizations – P2TP2A, WCC Mawar Balqis and WCC Pasundan Durebang. The SOPs successfully addressed the case management process for survivors of violence against women, identifying specialized organizations to be part of the coordination system through the SAF service directory for women migrant workers. The SOPs clearly laid out steps for service providers to follow in order to provide quality services to women migrant worker

survivors of violence. The SOPs were developed through consultations with key service providers in West Java, with technical supported from SAF, with the aim to not only connect service providers from different sectors (including labour actors), but also to ensure the SOPs are survivor-centred and migratory-inclusive. Furthermore, P2TP2A, through the Department of Women's Empowerment and Child Protection of Cirebon District, West Java, is moving forward with the operationalization of the SOPs by developing an MOU with two local hospitals and establishing a permanent shelter for survivors. Paralegals and caseworkers who have been using the SOPs reported that they now feel more secure and confident in providing services for survivors of violence, since they know they can count on a coordinated system.

In **Thailand**, key service providers in Mae Sot established the Mae Sot Gender-based Violence Working Group (see also Output 2.4) to develop migratory-inclusive, gender-sensitive local SOPs, thus strengthening coordination mechanisms among members. A workshop to finalize the draft SOP was planned for late 2020, but had to be postponed due to the second wave of COVID-19 in Thailand and re-scheduled to the beginning of 2021. The SOPs encourage cross-sectoral coordination between both government and CSO service providers in Mae Sot District in Tak Province, a region characterized by a large population of migrants from Myanmar. Further to the local SOPs in Mae Sot, similar SOPs will be elaborated in 2021 by working groups created in other provinces, such as Chiang Mai and Bangkok. Service providers from the justice, health and social sectors in the two provinces agreed to establish local referral mechanisms for survivors of violence against women migrant workers through the development of local SOPs.

In **Viet Nam**, the Ministry of Public Security is being supported by SAF to establish a referral mechanism in the central area of Viet Nam (Thanh Hoa and Ha Thin) for women migrant workers who have been subject to violence and/or trafficking. This partnership is aligned with the implementation of the 2016–2020 National Anti-Trafficking Action Plan, which includes components on strengthening the capacity of frontline service providers and enhancing coordinated services to women migrant workers subject to violence, abuse and trafficking. With the SOPs in place, survivors of violence and trafficking in persons will be better able to receive information about their rights to safety, legal and medical support. SAF is providing inputs to ensure the SOPs could enhance the capacity of the frontline service providers in communicating with survivors with a survivor-centred attitude.

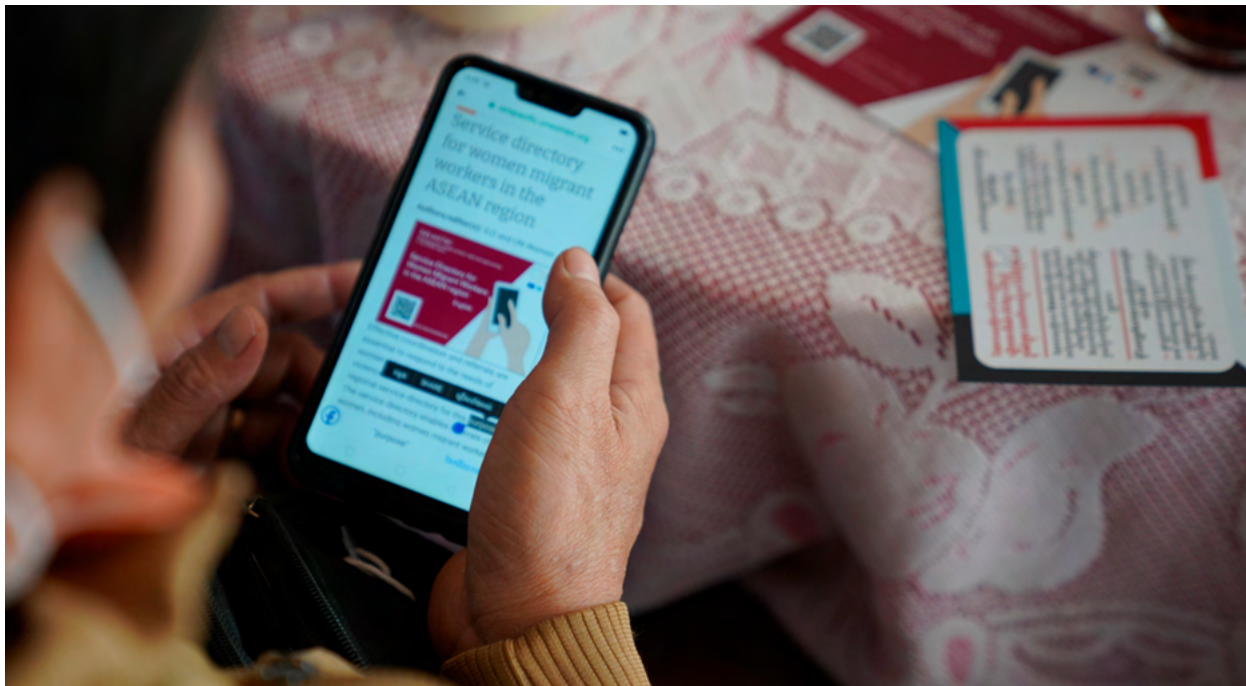
Output 2.3

Output 2.3 – Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to provide access to information and services and prevent violence and trafficking of women throughout the migration cycle, including through the use of innovative technology.

Community-based violence and trafficking prevention activities, including Information dissemination to women migrants⁵⁶

⁵⁶ SAF Indicators 2.3.2 and 2.4.1 are per Spotlight Indicator 4.2.2 – Number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms or discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services.

In both countries of origin and destination, community-based initiatives to prevent and respond to the increased risk of violence against women migrant workers and trafficking have been more critical than ever during the pandemic. Many women migrant workers ended up on an unexpected journey back to their home countries due to the loss of their jobs, and many others were asked to stay in countries of destination, unable to leave unsafe accommodations due to lockdowns. In both cases, women migrant workers had insufficient time to properly equip themselves with knowledge and information on the pandemic and on related risks. At the regional level, SAF prioritized the production and dissemination of clear messages to raise awareness about the increased risk of violence against women migrant workers during the pandemic, in a manner that would provide practical information to be adapted to women's specific situations. A total of **(57,347)** women migrant workers were reached out to by women's networks and CSOs with the information materials “[Safety Planning for Violence against Women during the COVID-19 Pandemic](#)”, “[Service Directory for Women Migrant Workers in the ASEAN Region](#)” and other products on VAW and safe migration developed by SAF. Those knowledge products were acknowledged by partners for their practicality and usefulness during the pandemic. For an impact story on SAF's work with women's networks and CSOs, see Annex G (see also Output 3.3).



A Cambodian woman migrant worker in Thailand scanning a QR code on a Safe and Fair Service Directory disseminated at the dance competition to promote the national 1300 hotline.

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Throughout the year, community-based and women-led organizations/networks were engaged by the programme to prevent violence against women migrant workers and trafficking during the pandemic. Networks have been able to organize activities and provide information to women migrant workers and their families, shifting to online service provision when needed. During the reporting

period, **(16,657) users** (6,849 women) participated in activities to prevent violence against women and trafficking in persons, organized by community-based and women-led networks across the countries. In **Cambodia**, six peer networks were established in 2020 with women leaders from diverse backgrounds, including returnee women migrant workers, women with disabilities and young women (see also Annex G – Story 19). During the reporting period, the peer networks organized trainings, learning sessions, group discussions and home visits with **(672) users** (528 women, including returnee women migrant workers). The peer networks played a significant role in strengthening the social networks in communities to address violence against women and human trafficking and to empower potential women migrant workers, especially during the pandemic period. The community activities created a friendly environment among women to build trust, to support each other and to educate each other on their rights, on violence against women and trafficking in persons, and on available services in countries of destination. As a result of the peer group networks, **(403) women** received information in person despite the challenges to organizing face to face community-level activities during the pandemic. The package of information supported potential women migrant workers and their families to be aware of the migration journey, their rights and how to respond to the possible risks of violence against women and human trafficking. The story on how peer network members supported each other during the COVID-19 pandemic is illustrated in the story series [“Lives on the Frontline: Reaching Women Migrant Workers amid the COVID-19 Pandemic”](#) (see also Output 3.3).

[“Solidarity is what we all need, not discrimination against returnee women migrant workers”](#) – Dok Samuon, member of a peer networking group, Ou Bak Ror Tes Commune, Kampong Seila District, Preah Sihanouk Province, Cambodia (from the “Lives on the Frontline” story series).

“Women migrant workers in my peer network shared their on-the-ground experiences in the countries of destination which I cannot find in the official documents. Their advice was extremely valuable” – Yim Pov, a peer member at Basedth Commune, Cambodia.

In **Indonesia**, the capacities of **(678)** (566 women) field staff, officials at the community level, village leaders and community representatives were enhanced to better understand gender, violence against women and trafficking issues. Through partnerships with Indonesian CSOs – Kalyanamitra, WCC Mawar Balqis and WCC Pasundan Durebang – trainings and public discussions were organized with village officials and community leaders with the aim of increasing community knowledge of key issues related to women migrant workers, violence against women and trafficking in persons, thus impacting potential women migrant workers and their families. The engagement with the community leaders was identified as a strategic entry point by SAF, since village leaders are able to influence community members and their help-seeking behaviours. Furthermore, trainings for paralegal officers from women’s networks and for local government officials in Cirebon District were organized to strengthen their capacity on the management of cases of violence against women and trafficking in persons through better coordination among frontline service providers and referrals. These capacity-building activities enabled the target groups to effectively provide information directly to

women migrant workers by organizing community-level outreach activities, thereby contributing to ensuring Indonesian women's safer and fairer migration. Specifically, a total of **(6,197) Indonesian potential and returnee women migrant workers** were informed about their rights and opportunities in the context of labour migration, especially during the COVID-19 pandemic. Potential and returnee women migrant workers were provided information on a range of topics including labour rights, women's rights, services available in destination countries, migration procedures, financial literacy and COVID-19. As a response to the pandemic in particular, PPE kits were distributed by the Ministry of Social Affairs ⁵⁷ with SAF support, together with information briefs on violence against women and a list of available services, to 3,000 Indonesian women migrants who had been repatriated from abroad. The support of the Indonesian Government to returnee women migrant workers was featured in the story series "Lives on the Frontline: Reaching Women Migrant Workers Amid the COVID-19 Pandemic" (See also Output 3.3).

"Women migrant workers deserve the rights to come home safely and comfortably." Dr Ir. Harry Hikmat, M.Si, Director-General of Social Rehabilitation of the Ministry of Social Affairs, Indonesia, and Rara Saraswati, Assistant at Rumah Perlindungan Trauma Center (see also Annex G – Stories 12 and 15).



SAF distributed information materials on violence against women migrant workers to returnees women migrants.

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⁵⁷ Disclaimer: This information was distributed with the PPE kits to women migrant workers who are in the quarantine centres. Due to COVID-19, the Government centralized the distribution so it would be organized by the Government only, without CSOs/ networks being involved.

Information was distributed through the following local branches of Indonesian organizations:

- Ministry of Social Affairs disseminated 3,000 information package on violence against women, including the [Safety Plan](#) to returnee women migrants who stayed in government quarantine centres and shelters during the COVID-19 pandemic.
- Sapa Institute provided to 150 women information on women's rights, financial literacy, recruitment agencies, labour rights, migration procedures and available services in destination countries (see also Output 2.4).
- WCC Mawar Balqis provided information on migration procedures, available services for women migrants and financial literacy to 1,831 women, and also provided services as well (see also Output 2.4).
- WCC Pasundan Durebang shared information on COVID-19 prevention measures and financial literacy to 263 women and provided services for women migrants (see also Output 2.4 and Annex G – Story 6).
- SBMI Cirebon District provided information on migration procedures, financial literacy, recruitment agencies, labour rights and available services in countries of destination to 26 women (see also Output 2.4).
- SBMI Sukabumi District provided information on labour rights, women's rights and services available in countries of destination to 192 women. They also provide services for women migrant workers who have experienced violence or trafficking (see also Output 2.4).
- KAMI Cirebon District reached 25 women through its information sharing service on migration procedures.
- Garda BMI Majalengka District disseminated information materials that cover COVID-19, financial literacy, migration procedures, women's rights and available services in countries of destination to 425 women. The organization also provided services for women who have experienced labour rights violations, violence against women or trafficking in persons (see also Output 2.4).
- Lensa Sukabumi shared information on migration procedures, recruitment agencies, women's rights and available services in countries of destination with 78 potential women migrant workers. They also supported women who have experienced violence, labour rights violations or trafficking in persons (see also Output 2.4).
- Yayasan Banati informed 178 women about women's rights, services available in countries of destination and recruitment agencies. They also supported women who have experienced violence, labour rights violations or trafficking in persons (see also Output 2.4)
- Migrant Care provided information on women's rights, workers' rights, safe migration and financial literacy to 29 women (see also Output 2.4).'

In **Myanmar**, women migrant workers who returned to their home country due to the pandemic were reached out to through community-based initiatives conducted in nine quarantine centres by the Women's Organizations Network (WON), in partnership with SAF. The programme was able to rapidly pivot programme activities to timely respond to the emerging needs of women

migrant workers returnees during the COVID-19 pandemic through: information dissemination on the risks related to the pandemic, including risks of violence and trafficking, and capacity building of the staff and volunteers at quarantine centres to raise awareness on violence against women and how to address it. For returnee women migrant workers, seminars and workshops on women's rights, labour rights, safe migration, violence and trafficking, and COVID-19 were organized to enhance their agency. During the reporting period, **(14,623)** (5,181 women) returnee migrants in the seven quarantine centres in Myawaddy Township, Kayin State, participated in trainings and activities organized by WON. Further to this, WON organized awareness-raising activities at the quarantine centres and distributed information materials on COVID-19, violence against women migrant workers and trafficking in persons packaged together with PPE kits, meal kits and case management services (including safe transportation) for those in need. The disseminated information was well-received by **(36,491) women** returnee migrants (total 92,777) and by communities, as the Safety Plan comprises useful tips to ensure their migration journey is a safe one. The information shared with returnee migrants empowers them with increased knowledge on their rights, opportunities and contacts in case they need support during the migration cycle. Information packages were distributed to both women and men, recognizing the key role played by men in preventing violence against women within their communities (see also Annex G – Stories 13 and 17).

“It feels good when they ask me for my help, when people need me, especially since I know I can be of assistance and make a difference” – Sandi Swe, Volunteer at a quarantine centre, Myanmar.

In the **Philippines**, during the reporting period, **(557)** migrant workers (474 women) were empowered with information on the heightened risks of violence and on safe migration distributed by the Women's Legal and Human Rights Bureau and the Center for Migrant Advocacy in partnership with SAF. Women migrant workers were also offered trainings to build and strengthen peer networks of women migrant workers as a way to prevent violence against women and trafficking in persons throughout the migration cycle. As a result, the trained women migrant workers acted as peer supporters in their communities to disseminate information on violence against women and trafficking to fellow women migrant workers, thus equipping more women migrant workers with better knowledge to protect themselves. As a follow-up action after the trainings, informal groups of participants were created to disseminate information to **(3,673) women migrant workers** (total 6,278). In addition, **(36)** women who received services from the Babaeng Biya(hero) Psychosocial Support team also received the information package on their rights and opportunities as women migrant workers and on where to access services in case they experience violence or abuses (see also Output 2.4).

In **Thailand**, **(10,547) women** were reached with information on the risks of violence during COVID 19 and the safety plan, which were disseminated in Bangkok, Chiang Mai and Mae Sot

areas by local networks via the Foundation for Labour and Employment Promotion, the MAP Foundation and the Migrant Women Project (SAF's partners). Information was disseminated through radio programmes or face to face, and also packaged with PPE kits. Some 3,000 PPE kits were distributed with an information package on violence against women to migrant workers in Samut Sakorn as an urgent response to the second wave of COVID-19 in Thailand in December.

In particular, in Thailand, the Safety Plan was translated into Shan language upon the request of members of a local CSO, thus confirming its relevance and importance. Shan is a local language used on the Thai–Myanmar border by an ethnic minority group who have migrated from Myanmar to Thailand.

Output 2.4

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

Services provided to women migrant workers⁵⁸

Enhancing the capacities of frontline service providers across the region and accompanying them throughout the adaptation of their services in response to COVID-19 has been a priority for the programme since the onset of the pandemic. As one of the immediate responses to the COVID-19 pandemic in March, **(13)** CSOs and service providers and 32 UN staff across the region enhanced their capacities through a webinar on EAW and migration organized in partnership with the Regional Emergency GBV Advisor team from the GBV Area of Responsibility to build the capacities of not only partners across the region but also SAF staff members who had never worked in emergency contexts.

As the pandemic continued, hotlines were identified as one of the key service providers during lockdowns and travel restrictions. A total of **(23)** VAW and labour migration hotlines operators from ASEAN and beyond enhanced their capacities to provide relevant services and respond to the emerging needs of women migrant workers, in particular through the webinar training “Remote Service Provision for Migrant Women: Global and Local Knowledge Sharing” organized by SAF. As a result of the webinar, a brief on technology-based remote service provision was drafted and will be finalized and disseminated in 2021. The brief will be used as a guide for those who provide technology-based remote services through hotlines and chatbots (see also Output 3.1).

During the reporting period, **(722)** (310 women) frontline service providers in Cambodia, Indonesia, Myanmar, the Philippines, Thailand and Viet Nam strengthened their abilities on providing coordinated quality services through survivor-centred approaches to women migrant workers subject to violence. The trainings, based on training tools elaborated by SAF in 2019, enabled **(498)** (249 women) government officials working at the national and/or subnational level in the

⁵⁸ SAF Indicators 2.3.2 and 2.4.1 are per Spotlight Indicator 4.2.2 – Number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms of discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services.

fields of EAW and migration to be better equipped with skills and knowledge on coordination and on the importance of integrating violence against women migrant workers services among the life-saving responses to COVID-19 being implemented by national stakeholders. In addition, **(55)** representatives from CSOs (51 women), NGOs and women's organizations acquired new skills on survivor-centred approaches and the importance of multi-stakeholder coordination in quality service provision. A total of **(415)** women migrant workers were assisted by frontline service providers during the reporting period.

Acknowledging the invaluable work of frontline service providers who have been providing 24/7 VAW services to women migrant workers during the COVID-19 pandemic, the SAF programme launched the story series “[Lives on the Frontline: Reaching Women Migrant Workers amid the COVID-19 Pandemic](#)” during the 16 days of activism against gender-based violence to celebrate all partners across the region (see also Output 3.3).

Recognizing that access to and availability of quality service delivery – both in normal times and during the pandemic – are key for women migrant workers experiencing violence, a “Checklist for Ensuring Quality Coordinated Services for Women Migrant Workers” (in draft; see also Output 3.3) was produced by SAF, aiming at enhancing service providers' accountability. The Checklist is based on the “Core Elements and Quality Guidelines”⁵⁹, developed by UN Women, UNFPA, WHO, UNODC and the UN Development Programme, and is a tool for service providers to conduct an internal assessment to determine whether the services they provide are responding to the needs and rights of women migrant workers subject to violence.

Considering the importance of evidence-based programming and service delivery, a training tool was developed and piloted through a “Webinar Series on Violence against Women and Girls Data Collection and Use” organized by SAF. As a result, **(159)** participants from government organizations and service providers across the region deepened their understanding of various types of VAWG data and their uses, with the aim to develop evidence-based advocacy materials to showcase the importance of including VAW service delivery among the essential and life-saving services to be included in COVID-19 response strategies (see Output 3.2).

In **Cambodia**, **(54)** government officials (30 women) improved their skills on survivor identification and interview techniques for survivors of gender-based violence and trafficking, and **(48)** service providers (24 women) strengthened their knowledge on quality coordinated service provision for women migrant workers. The general purpose of the trainings was to strengthen frontline service providers' skills to deliver quality coordinated services to women migrant workers who have been subject to violence and/or trafficking. The Child Helpline Cambodia, one of the key participants in the trainings, reported that they provided services to **(7)** women migrant workers (14 in total) through counselling, information sharing, referrals and case management.

⁵⁹ For more, see: <http://www.unwomen.org/en/digital-library/publications/2015/12/essential-services-package-for-women-and-girls-subject-to-violence>.

In **Indonesia**, **(217)** (221 in total) women migrant workers and returnees received services from frontline workers who had enhanced their skills through SAF trainings organized in 2019. Women were assisted with psycho-social services for survivors of violence and through referrals to police, justice and health institutions through both in-person and remote service provision. In particular, 78 women were supported by Women's Crisis Center (WCC) Pasundan Durebang, which was supported by the SAF programme to remain operational during COVID-19 pandemic.

“Violence doesn't stop. Services should continue during COVID-19” – Karmila Jusup, social worker at WCC Pasundan Durebang in Bandung, West Java, Indonesia.

In **Myanmar**, to build the internal capacity of quarantine centre staff, trainings were organized by WON, one of SAF's partners, targeting frontline service providers and focusing on quality coordinated services for women migrant workers experiencing violence. The trainings addressed the key elements of safe migration and the root causes of gender-based violence. Fifteen **(15)** frontline service providers (11 women) who successfully completed the trainings are currently reaching out to selected communities to provide services and to organize awareness-raising activities (see also Output 2.3).

“Everyone is scared in this situation, but if we're not doing it, who will?” – staff and volunteers, Women's Organizations Network (WON) and Migrant Monitoring Group, Myanmar.

In the **Philippines**, **(33)** service providers (29 women) strengthened their skills on service delivery and quality coordination to respond to cases of violence against women migrant workers. The participants examined the gendered nature of migration and its impact on women with a specific focus on violence against women and trafficking in persons during the different phases of migration. With their improved skills in survivor-sensitive communications and psycho-social support, the participants were better able to provide quality essential services to survivors of violence. The frontline service providers who had participated in previous trainings organized by SAF reported back that they supported **(66)** women migrant workers (108 in total) through counselling and referral services. Furthermore, the Babaeng Biya(hero) Psychosocial Support Team, created by SAF as part of a wider campaign on safe and fair migration, assisted **(36)** women migrant workers (37 in total) with remote psychological first aid, online counselling, case management and referral services, including assistance for repatriation to the Philippines. The cases involved sexual harassment, verbal and psychological abuse, contract violations and medical issues. When necessary and upon request, the team also contacted the women migrant workers' families and provided them with information on the status of their relatives' cases, and for some, with information on economic-related assistance due to inability to send remittances.

Furthermore, the team provided self-care support to seven women frontline workers who were experiencing high levels of anxiety during the pandemic.

“You are not alone! Call our helplines. A social worker will be on the other end to listen and help” – Pacita “Bing” Fortin, social worker at the Babaeng Biya(hero) Psychosocial Support Team, Quezon City, the Philippines (see also Annex G – Story 14).

Sixty-one (61) helpline operators (47 women) of the **Thailand** national 1300 hotline under the Ministry of Social Development and Human Security were equipped with skills on how to better respond to calls from survivors of violence and trafficking in persons through a training organized by SAF that focused on respectful and sensitive ways to manage cases and how to refer them to other relevant essential service providers. As the lack of 24/7 interpretation services was raised as an ongoing barrier to women migrant workers accessing VAW services in Thailand, SAF prioritized supporting further the 1300 hotline with stand-by Khmer and Myanmar language interpreters in 2021. SAF is also further supporting the national 1300 hotline in formalizing referral pathways (see Annex G – Story 11).



A training organized by Safe and Fair and the national 1300 Helpline operators in Bangkok to enhance their skills on how to better respond to calls from survivors of violence and trafficking in persons.

“Ending violence against women cannot be done by one sector alone” – Sainatee Boonta, Operating Social Worker, One-Stop-Crisis Centre, Nakornping Hospital, Chiang Mai, Thailand (See also Annex G – Story 16).

“It fulfils and motivates me when they say, ‘Thank you’; when I see them empowered, knowing where to seek help” – Naiyapak Chaipan, Social Worker and 1300 Hotline Supervisor, Thailand.

In **Viet Nam**, as a result of the continued partnership with the Ministry of Foreign Affairs, **(68)** Vietnamese consulate officials enhanced their capacities to provide supportive responses to women migrant worker survivors of violence based on a regional training tool on gender, EAW, labour migration and trafficking developed by SAF based on the guiding principles for handling cases of violence and trafficking. The continued partnership demonstrates the important role played by embassies in protecting women migrant workers abroad and in responding to violence, abuses and trafficking through direct service provision and referral.

Furthermore, in Viet Nam, VAW hotlines continued to provide services to women survivors of violence, including women migrant workers, during the COVID-19 pandemic, with the support of SAF. Among the increased number of calls to seek support in violence against women cases, **(89)** women migrant workers reached out to hotlines of the Viet Nam Women’s Union at the Center for Studies and Applied Sciences in Gender – Family – Women and Adolescents (see Annex G – Stories 3, 10, and 18 on hotlines in Viet Nam).

“I want to pass a message to survivors: ‘You are not alone; we are here to help you’” – Vinh (alias), counsellor at a shelter, Viet Nam.

“If you or someone you know is experiencing violence, help is available. Find out where the nearest shelter is, or call a hotline number for help!” – Linh, hotline operator for a shelter that supports women and girls experiencing violence, Viet Nam.

Joint task forces ⁶⁰

In **Malaysia**, a Technical Working Committee for the National Action Plan for Trafficking in Persons 2021–2025 **(1)**, under the leadership of MAPO, was formed to coordinate the different inputs by various government agencies, NGOs, CSOs and UN agencies representing EAW, labour migration and trafficking actors. SAF is part of the technical working committee to ensure that the efforts on anti-trafficking in Malaysia could respond to the needs and unique vulnerabilities of women migrant workers (see also Output 2.1).

⁶⁰ Per Spotlight Outcome Indicator 2.1 – Proportion of countries that have functioning national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups. SAF reporting includes coordination and oversight mechanisms housed in government ministries.

In **Thailand**, the task force “Service and Access (Chiang Mai)” was established in Chiang Mai under the leadership of the Foundation for Labour and Employment Promotion, one of SAF’s partners, to enhance the accessibility of information and services for women migrant workers and survivors of violence. The task force comprises essential service providers of local CSOs and networks of women migrant workers in Chiang Mai. The members of the task force are expected to enhance the referral of cases and share experiences on coordinated service provision to women migrant workers. The task force will be one of the main actors contributing to the development of local SOPs in Chiang Mai in 2021 (see also Output 2.2).

The Babaeng Biya(hero) team in the **Philippines**, supported by SAF, is establishing a task force to provide remote psycho-social support and referral services to women migrant workers who have experienced violence, abuse and/or trafficking, both in the Philippines and abroad.

Specific Objective 3

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

Supporting Specific Objectives 1 and 2, SAF undertook initiatives under Specific Objective 3 to gather evidence and to build knowledge and awareness with the aim of changing attitudes. Strengthening partnerships with government agencies, trade unions, employers’ organizations and civil society stakeholders was a critical necessity to ensure ownership of results.

During the reporting period, the programme supported a total of **(98)**⁶¹ government agencies, trade unions and CSOs (**64** of which are CSOs⁶²) throughout the region with both technical and financial support towards their work to protect the rights of women migrant workers and address violence against women migrant workers. Annex N provides a listing of all the organizations supported (toward Specific Objective indicator 3.2). All of these organizations are doing work in conjunction with SAF towards programme outcomes, descriptions of which can be found throughout the rest of this report.

See also Annex C, which lists CSOs supported financially (directly).

Output 3.1

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.

Knowledge created

SAF continues to identify critical gaps in knowledge and evidence, and undertake cutting-edge research and the development of other knowledge products. These were shared with stakeholders and media outlets.

⁶¹ Note that this list includes trade unions, CSOs (inclusive of associations, academic institutions, mass organizations), and government organizations.

⁶² The 64 CSOs referenced here are inclusive of associations, academic institutions, and mass organizations.

As referred to in Objectives 1 and 2, in 2020 SAF produced and disseminated the following (37) research studies and knowledge products to stakeholders.⁶³ These contributed towards evidence-based policy and programme development, awareness raising, and changing entrenched negative attitudes related to violence against women and women migrant workers. See also knowledge products on the “Spotlight Initiative COSI Extranet”.

1. “Safety Planning for Violence against Women during the COVID-19 Pandemic”
2. “A Guidance Note to Develop Migrant-Sensitive National Action Plans on Violence against Women”
3. “Rapid Assessment: Impact of COVID-19 on Women’s Civil Society Organizations”
4. “Experiences of ASEAN Migrant Workers during COVID-19: Rights at Work, Migration and Quarantine during the Pandemic, and Re-Migration Plans” (with other ILO projects)
5. “Guidance Note for Action: Addressing the Emerging Impacts of the COVID-19 Pandemic on Migrant Women in Asia and the Pacific for a Gender-Responsive Recovery” (with other UNW projects)
6. “Making Women Migrant Workers Count: Sex-Disaggregation of Labour Migration Statistics in ASEAN (2019 data)”
7. “Decision Tree: Data Collection on Violence Against Women Migrant Workers”
8. “Media-Friendly Glossary on Migration: Women Migrant Workers and Ending Violence against Women” (EVAW edition)
9. “Research Brief: Public Attitudes towards Migrant Workers in Japan”
10. “Research Brief: Public Attitudes towards Migrant Workers in Malaysia”
11. “Research Brief: Public Attitudes towards Migrant Workers in Singapore”
12. “Research Brief: Public Attitudes towards Migrant Workers in Thailand”
13. “Research Brief: Mobile Women and Mobile Phones: Women Migrant Workers’ Use of Information and Communication Technologies in ASEAN”
14. *Regional Service Directory for Women Migrant Workers in the ASEAN Region - English*
15. “A Business Case for Preventing Violence and Harassment at Work: Empowering Women Migrant Workers and Businesses” (ACE-led)
16. “A Business Case for Preventing Violence and Harassment at Work: The Untapped Power of Women Migrant Workers in ASEAN” (ACE-led)
17. *National Service Directory for Cambodian Women Migrant Workers* (see Annex I)
18. *National Service Directory for Indonesian Women Migrant Workers – Bahasa Indonesia* (see Annex J)
19. *National Service Directory for Vietnamese Women Migrant Workers – Vietnamese* (see Annex K)
20. *National Service Directory for Lao Women Migrant Workers* (see Annex L)
21. *Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN* (see Annex M)

⁶³ Per Spotlight Indicator 5.2.1 – Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision-making.

22. Assessing COVID-19 Related Socio-economic Impacts on Returnee Migrant Workers in Informal Employment in Laos (with Oxfam and partners) (See Annex O)
23. [“Protecting the Rights of Domestic Workers in Malaysia during the COVID-19 Pandemic and Beyond”](#)
24. [“Migration Cost Survey among Indonesian and Filipina Domestic Workers in Malaysia”](#)
25. [“COVID-19: Impact on Migrant Workers and Country Response in Thailand”](#) (with other ILO projects)
26. [Listening to the Voice of Women Migrant Workers: Strengthening Gender in Law on Vietnamese Workers Working abroad on Contract](#)
27. “Infographic of Key Recommendations to Strengthen Gender and Draft Law 72 in Viet Nam” (see Annex P)
28. Documentation of Referral Pathway for GBV Survivors (see Annex Q)
29. *IDWF–PERTIMIG Handbook on Becoming a Migrant Domestic Worker in Malaysia* (see Annex R)
30. Training Modules on Violence against Women and Girls Data Collection and Use (see Annex S)
31. Training Module on Providing Quality Essential Hotline Services for Women Subject to Violence (see Annex T)
32. Training Modules on Sex-Disaggregation of Labour Migration Data (see Annex U)
33. Training Modules for Employers to Prevent Discrimination, Violence and Harassment in the Workplace (ACE-led) ⁶⁴
34. Training material: Caring in the Time of COVID-19: Gaps and Risks Facing Women OFWs (see Annex V)
35. Training material: Reintegration in the Time of COVID: Gaps, Challenges, Lessons and Gender Dimensions (see Annex W)
36. Training material: Usaping Babae (About Women): Why It Is Important to Talk about Violence against Women Migrant Workers (see Annex X)
37. Apprenticeship Manuals (Cambodia) on skills development

In addition to developing new knowledge products, various knowledge products, laws, and training materials were translated into national languages, or English, for a wider dissemination. A total of 25 translations were completed, including:

1. “Safety Planning for Violence against Women during the COVID-19 Pandemic” – Burmese: [A4 | Postcard](#)
2. “Safety Planning for Violence against Women during the COVID-19 Pandemic” – Indonesia: [Postcard](#)
3. “Safety Planning for Violence against Women during the COVID-19 Pandemic” – Khmer: [A4 | Postcard](#)
4. “Safety Planning for Violence against Women during the COVID-19 Pandemic” – Lao: [Postcard](#)

⁶⁴ Tools on file with the SAF team.

5. “Safety Planning for Violence against Women during the COVID-19 Pandemic” – Shan: [Postcard](#)
6. “Safety Planning for Violence against Women during the COVID-19 Pandemic” – Tagalog: [Postcard](#)
7. “Safety Planning for Violence against Women during the COVID-19 Pandemic” – Thai: [Postcard](#)
8. “Safety Planning for Violence against Women during the COVID-19 Pandemic” – Vietnamese: [Postcard](#)
9. [Regional Service Directory for Women Migrant Workers in ASEAN](#) – Khmer
10. [Regional Service Directory for Women Migrant Workers in ASEAN](#) – Bahasa Indonesia
11. [Regional Service Directory for Women Migrant Workers in ASEAN](#) – Lao
12. [Service Directory for Women Migrant Workers in Malaysia](#) - English, Khmer, Lao, Bahasa Indonesia, Myanmar language, Malay, Tagalog, Vietnamese
13. [Regional Service Directory for Women Migrant Workers in ASEAN](#) – Myanmar language
14. [Regional Service Directory for Women Migrant Workers in ASEAN](#) – Tagalog
15. [Service Directory for Women Migrant Workers in Singapore](#) – English, Khmer, Myanmar, Bahasa Indonesia, Tagalog, Vietnamese
16. [Service Directory for Women Migrant Workers in Thailand](#) – English, Thai, Khmer, Myanmar, Lao, Vietnamese
17. [Regional Service Directory for Women Migrant Workers in ASEAN](#) – Vietnamese
18. [Eliminating violence and harassment in the world of work: Convention No. 190 and Recommendation No. 206](#) – Thai
19. [Notification of the Ministry of Labour Prescription of work prohibited for migrant workers](#) – Thai to English
20. [Listening to the voice of women migrant workers. Strengthening gender in Law on Vietnamese workers working abroad on contract](#) – Vietnamese
21. “Infographic of Key Recommendations to Strengthen Gender and Draft Law 72” – Vietnamese (see Annex Y)
22. IDWF GBV Casebook – Bahasa Indonesia (see Annex Z)
23. IDWF GBV Casebook – Khmer (see Annex AA)
24. IDWF GBV Casebook – Thai (see Annex AB)
25. Training: Victim Identification and Interview Techniques for Victims of Gender-based Violence and Trafficking – Khmer (see Annex AC)

SAF also contributed to the following:

- [“Workshop Guide on Understanding Women’s Labour Migration and Creating an Effective Campaign in Malaysia”](#)
- [“COVID-19 and Essential Services Provision for Survivors of Violence against Women and Girls”](#) – English

SAF is finalizing the following technical knowledge products

- A Guidance Note on Violence against Women Migrant Workers Data Collection – Challenges, Risks and Good Practices
- Checklist for Ensuring Quality Coordinated Services for Women Migrant Workers
- A Practical Guidance to Develop Standard Operating Procedures for a Coordinated Response to Violence against Women Migrant Workers
- Study on Women Migrant Workers' Working Conditions in Malaysia and Thailand's Manufacturing Sectors
- Training module: Addressing Violence and Harassment against Women in the World of Work (based on the ILO-UN Women *Handbook on Addressing Violence and Harassment against Women in the World of Work*)

Several new regional studies were initiated in the period and are to be published in 2021. SAF started research with SOGIESC migrants about their experiences in labour migration, including both positive experiences and any of discrimination, harassment or violence. SAF also started a second large study on migrants' experiences of violence in the migration corridors of Cambodia–Thailand, Lao People's Democratic Republic–Thailand and Myanmar–Thailand. Methodologies shifted significantly to ensure both researchers and participants are safe during the pandemic. In order to accommodate ethics around VAW research, SAF started a study with big data researchers to find out what women migrant workers are searching for and what they are talking about on public platforms. Initial results show that mental health is an outsized concern.

Finalizing background research to ensure that SAF MRCs are meeting women migrant workers' needs, in 2020 MRC mapping briefs were concluded across ASEAN. In an iterative process, as these were developed, they have informed MRC establishment and services provision (see Output 1.4).

Supporting women migrant workers to take forward their agendas

Apart from development of knowledge products, in order to support advocacy of women migrant workers and knowledge sharing among a large group of stakeholders, SAF supports women migrant workers to attend international events and speak to policymakers. They were able to use such platforms and social accountability mechanisms to support their advocacy and to influence the prevention of and responses to violence against women and girls. This was more difficult to achieve during COVID-19, as SAF could not host large regional events in person.

SAF supports women migrant workers to be able to take forward their advocacy agendas and to provide input into programme development. National and multi-country events were held throughout the year. Highlights, particularly at multi-country events, in 2020 include:

- PERTIMIG the Indonesian domestic workers organization in Malaysia organized an international talk show in which 50 Indonesian domestic workers from across Indonesia, Singapore and Hong Kong (China) participated. The objectives of the meeting were to remind and push the government of Indonesia to implement Law 18/17 on Protection of Indonesian Migrant Workers and to implement the subordinate regulations (aturan turunan) as soon as possible. The IDWF published the following blog post (1) about the event: “Asia: Indonesian Migrant Domestic Workers in Malaysia, Singapore and Hong Kong told their stories under COVID-19”.

“We are facing the same issues in Singapore, we regularly receive calls and complaints from domestic workers who are dealing with abuse, overcharging, payroll deductions and other forms of violence. There currently is no bilateral agreement or MoU between Singapore and Indonesia. These problems will not see an end if laws and regulations in our country do not improve” – Novia Arluma, from domestic worker group Suara Kita Singapura.

- Indonesian migrants from PERTIMIG also participated in the Spotlight Initiative’s Global Learning Session, sending a video blog (1) to exchange knowledge about their women’s movement (see Annex H; video on file with SAF and Spotlight Initiative).

“As migrant workers and domestic workers, we are involved in discussions on laws to protect domestic workers and labour laws especially for domestic workers so that domestic workers are recognized and rights of domestic workers will be protected and domestic workers will not experience violence during their employment” – Ningrum – Indonesian domestic worker in Malaysia, member of PERTIMIG.

- In 2020, SAF provided a platform for women migrant workers’ voices to be heard by the Indonesian Government at the “Tripartite Dialogue on the current situation of labour migration placement and protection services in view of the COVID-19 pandemic”. The dialogue virtually brought together Indonesian policymakers and women migrant workers in Hong Kong (China), Indonesia (returnees), Malaysia, Singapore and Taiwan (China) who discussed current labour migration placement and protection services during the COVID-19 pandemic.

As women migrant workers are not often directly involved in the development of policies and programmes, the dialogue provided a venue where they could voice their concerns and aspirations in an effort to ensure that existing support services are accessible and are able to meet their needs. Women migrant workers explained to the policymakers and stakeholders that many of them are facing stigma, discrimination, long working hours, forced returns to Indonesia, unpaid or delayed salary payment, overcharging, contract termination, limited access to the essential services, stress and mental health issues.

They urged the Indonesian Government to prioritize the socialization and monitoring of New Normal job placement regulations (see Output 1.1), especially given that there are reports of migrant workers contracting COVID-19 under New Normal placements to Taiwan, China. They also urged the Government to ratify Convention No. 189 and to strengthen law enforcement related to recruitment agencies overcharging and misleading women migrant workers.

- Based on 2019 lobbying for Convention No. 190, in 2020 IDWF published a blog post from an **Indonesian** activist (1): [“Indonesia: Lobbying for the C190: ‘I Had to Explain to Them Why Domestic Violence Is an Issue for Workers’”](#).

Output 3.2

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.

Sex disaggregation of national labour migration data

Gaps at national levels persist in the sex disaggregation of labour migration data. When SAF was designed in 2017 (based 40 per cent of **ASEAN** country submissions to the International Labour Migration Statistics (ILMS) Database for the year had been sex-disaggregated. This increased to **(54 per cent)** of submissions made in 2019.⁶⁵

In 2020, before country submissions were made, SAF initiated engagement with national statistics offices at both a regional meeting and in five different country-level meetings in **Indonesia, the Lao People’s Democratic Republic, Myanmar, the Philippines and Viet Nam**, identifying gaps together with national partners where work can be done to enhance coordination, data collection, and/or gendered data analysis (see Output 1.2).

The ILO’s TRIANGLE in ASEAN programme hosted a regional meeting with national statistics offices and other government officials from nine **ASEAN** countries (see Output 1.2). The meeting

⁶⁵ When SAF set its baseline, 11 of the ILMS Database’s 19 tables required sex-disaggregation. In 2019 the ILMS Database was revised so that all tables require sex disaggregation. After the revision, however, in order to maintain a consistent measure for the SAF logframe, SAF is tracking only those same 11 original tables for its indicator.

– “Sixth Technical Meeting of Focal Specialists on International Labour Migration Statistics in ASEAN” – was a forum in which SAF continued dialogue (as in 2019 at the fifth such meeting) towards collection of sex-disaggregated data against all indicators of the ILMS Database.⁶⁶ The programme led discussion on sex disaggregation within the countries’ current data submissions and on current barriers to submitting sex-disaggregated data. Current barriers to sex disaggregation include:

- technical focal points not coordinating with other agencies;
- countries lacking questions on migration in their censuses and other surveys;
- sample sizes being too small for statistically significant sex disaggregation; and
- some countries having laws restricting surveys to nationals, that is, not including migrants (women or men).

The country-level meetings allowed for SAF to provide technical advice and to gather lessons learned to share with other countries. SAF’s biggest aim, however, was to raise the visibility of women in labour migration statistics – both in the collection of data and in gender-responsive data analysis.

As a result of regional- and country-level capacity building efforts in 2020, in most countries one or more additional sources of data (such as entry/exit forms at airports) were identified, and stakeholders strategized how to ensure that administrative data fed into labour migration statistics nationally. In some places, it was only a matter of coordination; in others, new checkboxes will be added to forms to ask whether a person coming into a country is there for work. In one country, the statistics office is now aiming to produce a book of gender-specific statistics, in which women’s labour migration will feature. In the **Philippines**, SAF used the meeting as a chance to begin bridging labour migration statistics with VAW data, bringing VAW data stakeholders to the table to look at where the sets of data complement each other.

From the meetings, SAF and country government partners identified next steps for action and SAF support in 2021, including, for instance, the assistance of a statistics sampling expert in several countries to ensure that the sample of migrants in national surveys is large enough to disaggregate by sex.

Unexpected result: The **Philippines** stakeholders went further and agreed to develop **(3) Communities of Practice** to strengthen data around the following three clusters: ILMS, non-ILMS and VAW-related Philippine migration data.

As per the indicator for this output, the results are already coming in (with a 14 per cent increase in sex-disaggregated data since the beginning of the programme, including a 6 per cent rise in the last year). The ultimate result is better informed labour migration policy. When policymakers can see where women are moving and in what numbers, they can respond by, for instance,

⁶⁶ The ILMS Database does not have indicators on violence against women migrant workers. However, it is very critical for gender-responsive labour migration governance and prevention of violence and trafficking to have quantitative numbers of women migrant worker flows, stocks, employment based on economic activity, etc.

dispatching higher and more proportionate numbers of labour attachés who are women, or negotiate bilateral agreements that safeguard the rights of women. By cross referencing such data with other research on violence against women migrant workers or information needs, ASEAN governments will be able to better respond to the needs of women migrant workers.

SAF is also joining other ILO projects in building the knowledge base on recruitment and migration costs and supporting national statistics offices on collection of data for SDG Indicator 10.7.1 related to costs of recruitment. The programme finalized a study “[Migration Cost Survey among Indonesian and Filipina Domestic Workers in Malaysia](#)”. This area of data collection is essential for convincing policymakers to change/implement regulations that ultimately reduce unequal and gendered power relationships. Recruitment practices that are unfair or unethical can lead to abuses, including forced labour, debt bondage and violence. High migration fees and costs increase women migrant workers' dependence on and indebtedness to recruitment agents and employers – the systemic conditions that unfortunately drive violence against women and other abuses. SAF is also supporting the General Statistics Office in **Viet Nam** in piloting the methodology to collect information on costs of recruitment, with the intention of including these questions in the labour force survey. Regular collection of these data will help in SDG reporting under target 10.7.

Administrative and prevalence data on violence against migrant women

During the reporting period, SAF stakeholders' capacity was enhanced on the collection of VAW data, which will ultimately result in more data overall, but crucially also better quality data.

Participants from government organizations and service providers across the region deepened their understanding of various types of VAWG data and their uses through the “Webinar Series on Violence against Women and Girls Data Collection and Use” organized by SAF. The five webinars explored practical steps on how VAWG data are collected, analysed and used, with a focus on administrative data. The participants examined issues related to VAWG data collection regarding women migrant workers. To draw specific steps to be taken at the country level, country-specific sessions were organized for participants from Cambodia, Indonesia, the Philippines, Thailand and Viet Nam, and concrete areas for action and support by SAF were identified for implementation in 2021 (see also Object 2.4). As a result of the webinar series, the Department of Foreign Affairs in the **Philippines** requested SAF to organize a training on VAW data collection for Foreign Service officers working abroad. Embassies in countries of destination are an important entry point in collecting and analysing data related to violence against women migrant workers.

Following the webinar series, and based on inputs and recommendations expressed by the participants, a “Guidance Note on Violence against Women Migrant Workers Data Collection - Challenges, Risks and Good Practices” is being finalized to provide stakeholders in the region a practical guidance on administrative data collection in the field of violence against women

migrant workers. It addresses data collection challenges and risks for women migrant workers when collecting data, and suggests good practices on safe and ethical data collection on violence against women migrant workers

The work will continue at the national level in 2021 supporting governments with robust sampling methodologies, data analysis and coordination to ensure that sex-disaggregated data held by various ministries and departments is collated and fed into the ILMS database. Making women migrant workers visible through data enables proportionate policy and VAW service responses.

Unexpected result: A tool “[Data Collection on Violence against Women \(VAW\) Migrant Workers: Decision Tree](#)” was additionally produced by SAF as a result of the webinar series, specifically to clarify when and how best to collect data on women migrant worker’s experiences of violence, and exploring three types of data: prevalence data, administrative data, and qualitative data. This tool is meant to guide data collectors through the various considerations, viable options and alternative data sources for obtaining information without jeopardizing participants’ safety or the data’s integrity, and was developed in partnership with the UNFPA kNOwVAW Data Initiative, adapting the “Decision Tree: Data Collection on Violence against Women and COVID-19”, developed by UN Women, UNFPA and the WHO earlier in 2020 (see also Output 3.1).

Output 3.3

Output 3.3 – Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address violence against women, trafficking, and gender-based discrimination of women migrant workers.

Campaigns to change attitudes and behaviours and to address violence against women, trafficking and gender-based discrimination

In total, **(4,703,085)** persons were reached in 2020 through regional and national campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination.⁶⁷ Twenty-three **(23)** SAF campaigns were developed and disseminated at the regional, national and local levels.⁶⁸

During the reporting period, the outbreak of COVID-19 resulted in tight measures to slow down the spread of the virus in many countries. These measures included social distancing and quarantines, resulting in many face-to-face activities being impossible to carry out. In response, SAF adapted its communications and visibility activities to the fast-changing circumstances. This included the development of a Communications Plan for COVID-19 covering the period of April–June 2020.

⁶⁷ Per Spotlight Indicator 3.2.2 – Number of people reached by campaigns challenging harmful social norms and gender stereotyping.

⁶⁸ Per Spotlight Indicator 3.2.5 – Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated.

Despite the unforeseen challenges of the pandemic, the programme was able to adapt to the “new normal” and conduct campaigns to shift negative attitudes and behaviours towards women migrant workers and to address violence against women migrant workers at the regional and national levels. This was all the more important at a time when migrants were being blamed for the spread of the virus and lockdowns were leading to an increase in violence against women.

Regional outreach and campaigns

During the reporting period, the public was made better acquainted with the key messages of SAF on violence against women migrant workers and the rights of women migrant workers through various outreach opportunities. In the lead up to International Women’s Day, SAF partnered with the Embassy of Belgium in Thailand and Alliance Française de Bangkok for the screening of *The Man Who Mends Women*, a documentary about Nobel Peace Prize winner Dr Denis Mukwege, a surgeon who treats women survivors of sexual violence in conflict. The event included a panel discussion on ending violence against women. The SAF exhibition “Extraordinary Women, Journeys out of the Ordinary” – launched in 2019 – was presented to the audience to illustrate women who overcame the barriers and challenges they encountered during the migration experience. The exhibition also represented the voices of women migrant workers sending messages addressed to the future generation of women, to their employers or to duty-bearers to ensure that violence against women migrant workers is addressed. The event was attended by **(150)** people and reached an online audience of **(3,058)** through social media. As a result, the audience were better informed about women’s labour migration and the prevalence of risks of violence in the migration cycle.

SAF continued to advocate for advancing support for and access to services for women migrant workers, especially during the COVID-19 pandemic. A social media package that links to resources and action plans concerning violence against women migrant workers was disseminated through social media channels to reach women migrant workers. The package includes the helpline numbers that are available in various countries, and was translated into local languages, including Bahasa Indonesia, Khmer and Vietnamese. The package successfully reached **(11,056)** Facebook users, and received **(44,349)** impressions on Twitter.

As the pandemic continues, stigma and discrimination against marginalized groups, including migrant workers, have placed blame on both newly arrived migrants and returnees as “virus carriers”. This being the case, it was necessary to send out a message in solidarity with all those migrants who were not only affected by the pandemic, but also excluded from COVID-19 response strategies. Hence, SAF (ILO, UN Women and UNODC Regional Directors) together with Regional Directors of IOM and UNICEF issued an op-ed “[End Stigma and Discrimination against Migrant Workers and Their Children during COVID-19 Pandemic](#)” to express concern and raise awareness about stigma and discrimination against migrant workers, especially against women and their children, during the COVID-19 pandemic. The op-ed reached **(52,124)** readers globally.

The rights of domestic workers and the violence they often face were the special focus of SAF’s advocacy initiatives for International Domestic Workers Day and throughout June 2020. The

messages delivered to the public focused on the impact of COVID-19 on domestic workers, who are care providers to households under travel restrictions. Furthermore, the messages also targeted employers of domestic workers in order to stress the importance of respecting the rights of domestic workers. The social media outreach messages reached **(7,877)** Facebook users and gained **(6,501)** impressions on Twitter.

In conjunction with the World Day against Trafficking in Persons, SAF produced infographics with a call to action to bring awareness to the issue of prevention and risks of trafficking, as well as to advocate for the systems that protect women migrant workers against violence and trafficking. The infographics were published on social media platforms throughout the week of the World Day against Trafficking in Persons and reached **(6,051)** Facebook users and gained **(14,970)** impressions on Twitter.

SAF promotes the essential role of the frontline service providers, including CSOs and MRCs, which have become even more crucial in the face of restrictions imposed because of the pandemic in many countries. SAF launched the story series [“Lives on the Frontline: Reaching Women Migrant Workers Amid the COVID-19 Pandemic”](#) in conjunction with the 16 Days of Activism against Gender-based Violence. The story series highlights how frontline service providers have been supporting survivors of violence against women migrant workers despite additional challenges during the pandemic. Furthermore, through their voices, the public could better understand the importance of maintaining the essential services for survivors of violence as well as the challenges women migrant workers can face. The series was composed of 16 stories of frontline service providers who are supporting women migrant workers, especially those who have experienced violence, and was aimed at increasing awareness about ensuring the availability of quality services for women migrant workers during the pandemic. The online launch event, with participation by the EU Delegation from Brussels, was joined by frontline service providers who are featured in the story series. The story series' accompanying artwork reached **(15,196)** Facebook users and gained **(8,201)** impressions on Twitter.

As part of the continued support to the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children campaign against GBV and trafficking in persons, SAF, in partnership with the IOM, developed an innovative social media campaign aimed at raising awareness on GBV and trafficking among women migrant workers, especially those living and working in Thailand. Through a comprehensive social media package that was developed in Khmer, Myanmar, Lao, Thai and English, the campaign aimed to direct women migrant workers who were experiencing abuses to government and NGO support channels in Thailand, including the Thai Ministry of Social Development and Human Security's national 1300 Social Assistance Centre and 24/7 interpretation service. With #HelpsHere1300 as the campaign hashtag, social media materials were shared, marking the 16 Days of Activism against Gender-Based Violence, International Human Rights Day and International Migrants Day. The social media outreach effort reached an online audience of **(8,148)**. Among the social media materials, a video with a dance routine using the campaign song was developed. A dance competition with women migrant

workers in Thailand was organized with the aim to engage with them directly and to widely share the video promoting the national 1300 hotline in their local languages. The dance competition was attended by (35) women migrant workers and their family members. The SAF [Safety Plan](#) and [Service Directory](#) were disseminated at the dance competition site, and were welcomed by the women migrant workers who participated. The dance competition was then promoted online through influencers from the Lao People's Democratic Republic, Cambodia and Myanmar, who challenged their followers in a virtual dance-off competition.

SAF launched a [video campaign](#) to promote a better understanding of women migrant workers' contributions to the societies and economies of countries of destination and origin, as well as to address gender-based inequalities and violence during the migration process and the attitudes prevalent among the public and duty-bearers that "migrant workers should not enjoy the same treatment as local workers". The video was produced based on the findings of *Public Attitudes towards Migrant Workers in Thailand, Malaysia, Singapore and Japan* – a recent study conducted jointly by SAF and the TRIANGLE in ASEAN programme. The video, targeting duty-bearers in the ASEAN region reached (15,941) Facebook users and gained (16,028) impressions on Twitter. The video received (8,584) views (Facebook and YouTube combined).

Through its partnership with the Humanitarian Organization for Migration Economics (HOME), SAF was able to raise awareness throughout the reporting period of violence against women migrant workers and the prevalence of negative attitudes among the Singaporean public. Notable campaigns and outreach activities included:

- HOME International Domestic Workers Day Statement on 16 June 2020 to call for legal and social protection of women migrant domestic workers. The statement reached an online audience of (11,419) and was mentioned by 34 media reports;
- International Women's Day [Statement](#), a call for more protections for domestic workers, reached (2,488) readers online;
- [Statement](#) expressing concerns related to migrant workers during the ongoing COVID-19 outbreak, reached an online audience of (6,014);
- International Labour Day [Statement](#) on protecting migrant workers in Singapore during COVID-19 and beyond, reached (6,538) online;
- COVID-19 and the impact of circuit breaker measures on domestic workers, a [call for better protection](#) for migrant domestic workers in Singapore, reached (13,660) online;
- [Response](#) to new rules for transferring domestic workers, reached (3,350) online; and
- [Joint Statement](#) for World Day against Trafficking in Persons, reached (3,221) online.

National outreach and campaigns

In **Cambodia**, (77,900) members of the public were reached with a continuing radio show series (*Know, Think, Understand, and Success*) broadcast through Radio Women's Media Centre and its Facebook page. In the midst of the COVID-19 pandemic, the concerns of returning migrant workers, such as losing one's job, access to essential services and reproductive health were

publicly discussed through the radio show, supported by Safe and Fair. Through the radio shows, engagement with relevant stakeholders (Ministry of Women's Affairs; National Committee for Counter Trafficking; Ministry of Social Affairs, Veterans and Youth Rehabilitation; Ministry of Labour and Vocational Training; and CSOs) was strengthened by providing information on the availability of mechanisms, resources and services for women migrant workers.

In **Cambodia**, an online audience of **(98,341)** was reached through a partnership with Child Helpline Cambodia and its 16 Days of Activism campaign. A [video clip](#) was produced that included five infographics with content focusing on helplines, safe migration, women's rights and a call for coordinated services for addressing VAW.

As part of the 16 Days campaign, **(3,000) Cambodian** participants challenged the belief that women wearing short clothes is an invitation for harassment and engaged men participants as part of solutions to eliminate violence and harassment against women. SAF's community outreach included debates and a forum for women migrant workers and service providers to discuss sexual harassment. The activity aimed to address the false belief that harassment happens because of the clothes that women wear.

Also in **Cambodia**, SAF – in collaboration with the Ministry of Women's Affairs and a group of artists – conducted a roundtable discussion under the theme “Increase investments in preventing and responding to gender-based violence against women migrant workers in the context of COVID-19”. The roundtable discussion has reached an estimated 21,600 people.⁶⁹

A total of **(12,703)** members of the **Indonesian** public were reached by SAF's regional social media package translated to Bahasa Indonesia. This social media package included a local hotline number that women migrant workers can contact when they need support and services. SAF advocated for advancing support and access to services for **Indonesian** women migrant workers during the pandemic. A further **(3,600)** persons were reached via impressions on Twitter as part of social media outreach on mental health issues for women migrant workers. The social media messages provided suggestions about how women migrant workers might stay mentally healthy.

SAF distributed 3,000 PPE units and information materials for the prevention of violence against women to the Ministry of Social Affairs of **Indonesia**. Together with the PPE units, **(3,000)** copies of SAF [Safety Plan](#) were also included to support women migrant workers during the pandemic. Information materials were also distributed through social media (see Output 2.3). A total of **(9,034)** Safety Plan impressions were gained on Twitter.

Seventy-two **(72)** participants and **(92)** YouTube viewers gained awareness in **Indonesia** via the webinar: “16 Days of Activism: The Launch of the Safety Guideline and Protocol for Women Migrant Workers During COVID-19”. The online webinar not only aimed to disseminate the Safety Guidelines but also to increase public awareness on the issues faced by women migrant workers during the COVID-19 pandemic and the importance of eliminating all forms of discrimination and

⁶⁹ Because this is an estimate, it is not counted towards SAF's results logframe.

violence against them. The webinar also featured a talk show on eliminating stigma, discrimination and violence against women migrant workers during COVID-19.

SAF advocated for continued and accessible services for **Indonesian** women migrant workers, especially during the pandemic, by joining the ILO- UN Women Regional Office in promoting the story series “[Lives on the Frontline: Reaching Women Migrant Workers Amid the COVID-19 Pandemic](#)”, in conjunction with the 16 Days of Activism Against Gender-based Violence. Two stories of frontline workers from Indonesia were promoted to increase awareness about ensuring the availability of quality services for women migrant workers, as well as to recognize the essential role of frontline service providers during the pandemic. The stories were promoted through a website and social media, gaining **(2,749)** impressions on Twitter.

Within the framework of the 16 Days of Activism Against Gender-based violence and International Migrants Day, **(1,500)** people (1,000 women) were reached via SAF community outreach in six **Indonesian** villages in three programme areas – Cirebon, Tulungagung and East Lampung – through:

1. Publication of information sheets, the posting of campaign banners on the rights of women migrant workers, publication of stickers posted in villagers' homes, the distribution of masks to villagers on the theme of women's migrant workers' rights, and the conducting of socialization marches around the village to promote the rights of women migrant workers;
2. A video contest in commemoration of Anti-Violence Against Women Day participated in by villagers and village officials; and
3. Collaborating with local radio and TV to hold a talk show about the problems faced by women migrant workers presented by resource persons from Kalyanamitra staff and related agencies.

A total of **(3,300)** listeners in the **Lao People's Democratic Republic** tuned in through the Youth Radio Programme's Facebook [live broadcast](#) to commemorate the 16 Days of Activism. SAF hosted a panel discussion with experts on EVAW and key participants from the EU, ILO, international NGOs and the government. The panel took place on the Youth Radio Programme to encourage youth engagement on ending violence against women migrant workers and to promote positive attitudes towards women migrant workers.

Findings and recommendations from SAF's recent study [Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand](#) contributed to the design of a campaign in **Malaysia** to change attitudes and behaviours towards women migration workers. The research found that there was limited knowledge about the contributions migrant workers make to destination countries. It was recommended that awareness-raising activities with the public be conducted, targeting influencer groups. SAF identified students and youth as a starting point to change discriminatory social norms and stereotypical behaviours towards migrant workers. As part of this, SAF's implementation partner – Project Liber8 – strategized the use of the social media platforms Instagram and Twitter to engage the youth through simulation decision games designed to inform users about the migration process faced by migrant workers. Through a survey conducted on the impact of the simulation

game, SAF reached and engaged with **(1,610)** people online and saw the share of respondents who improved their knowledge, attitudes and behaviour towards the contributions of women migrant workers. More will be reached in 2021.

SAF, through its **Malaysia-based** partner Project Liber8, developed a toolkit on women's labour migration and effective campaigning targeted at youth and students. The toolkits are available online on the "[Advoc8 on the Road \(University Edition\)](#)" [microsite](#) for download. The toolkits are used to guide student workshops with the aim to change discriminatory social norms and stereotypical behaviour towards migrant workers, especially women migrant workers. Workshops and information, education and communication (IEC) tools were harnessed to inform the youth about women's labour migration and the challenges faced by women migrant workers. Through the dissemination of the toolkits to participants of Advoc8 On the Road workshops, **(131)** youth were better informed about women's labour migration and their contributions to countries of destination and origin.

As part of the ongoing Advoc8 On the Road campaign, **(146)** people were reached and engaged by a chatbot with information about violence against women migrant workers. This increased knowledge among the public and women migrant workers on VAW and how to access support services.

Also in **Malaysia**, SAF through its partner PSWS implemented a two-part International Domestic Workers Day conference involving **(64)** attendees, including representatives from governments, CSOs, Parliament and trade unions, as well as 24 women migrant workers. Participants discussed the nature of precarious work and its implications for women in the context of the COVID-19 pandemic. The aim was to increase knowledge and understanding of women migrant workers in precarious work, especially domestic workers, and the importance of protecting domestic workers through legislation. PSWS highlighted unequal power relations, lack of recognition and unfair working conditions as some of the factors that contribute to the uncertainty and precarity of women migrant workers, especially domestic workers in Malaysia. PSWS invited an AMMPO leader to outline the vulnerability, insecurity and unpredictability of women migrant workers in domestic work and to bring the voices of women migrant workers to the event.

A total of **(68)** participants (including 20 women migrant workers) were at the second part of the conference and mapped out an action plan that will address precarious work in Malaysia with the involvement of key stakeholders. Based on government commitments, this workshop aimed to dissect four key tools of action to improve engagement between the government, employers and workers. The four tools seek to address the following topics:

- Business and Human Rights
- Global Supply Chains
- Legal Reforms
- Trade Union Organizing in Informal Sectors

The conference also endeavoured to design a campaign aimed at addressing the roles of all stakeholders connected to the labour force and the ways in which their respective roles can employ

the above tools to stop and eventually eradicate precarious work. The roles of stakeholders that were examined include labour departments, immigration departments, trade unions, NGOs/civil society groups, media, academia, business owners and international labels.

In **Malaysia**, SAF's implementation partner Project Liber8 launched a series of social media postings in conjunction with the 16 Days campaign to raise awareness among the public and students on VAW against women migrant workers and on women's labour migration. The social media posts highlighted how VAW occurs within the context of women's labour migration; while simulation games highlighted the challenges and potential rights violations that women migrant workers experience during the labour migration cycle. The social media posts together with the simulation games reached **(8,864)** students online. A series of five virtual workshops with university students on women's labour migration and effective campaigning was also organized, reaching **(311)** students. As a result, they were better informed about women migrant workers' social and economy contributions to countries of destination and origin, as well as the risks of violence in their migration cycle.



A series of social media campaign to raise awareness among the public and students on violence against women migrant workers and on women's labour migration.

In observance of International Women's Day, the #Women2020 Summit: Women in the Next Decade was held in partnership between UN Women and Spark! **Philippines**. The event was a convergence of women's rights advocates, human rights activists, civil society partners and individuals from both the public and private sectors. It tackled significant issues that affect women's active, effective and productive participation in nation-building and global progress. The event featured the launch of "Generation Equality" as part of the programme. Around (500) participants attended the event. SAF had a designated booth where the "16 Essentials" were distributed along with other SAF materials such as SAF briefs, "May I Help You?" cards and information materials on VAW.

A total of **(2,600)** listeners in the **Philippines** heard SAF messages in a radio interview on DZRJ (Voice of the Philippines/Radyo Bandido TV), with the SAF speaker focusing on the COVID-19 pandemic and its impacts on OFWs, especially women. Listeners gained awareness of response strategies and of where OFWs can get help in the Philippines and abroad. The radio talk show was [live streamed](#) through Facebook.

Reaching **(4,677)** people on Facebook and **(623)** views on YouTube, SAF was also featured in a **Philippines** TV interview on the ABS-CBN News Channel's "Market Edge", which addressed the global job crisis and migration as a "crisis within a crisis". SAF noted in the interview that the COVID-19 pandemic has created a job crisis, especially among returning Filipino migrant workers in the informal economy and among those who are not provided with adequate reintegration assistance. The TV interview also provided great visibility to SAF, as well as a platform to raise awareness of the challenges that women migrant workers face during the migration cycle, especially in the time of the pandemic. The programme was live on cable TV, rebroadcast on ABS-CBN TV, and available via the network's [YouTube channel](#).

Reaching more than **(66,000)** Facebook users, SAF in the **Philippines** successfully launched the [first-ever episode](#) of the Babaeng Biya(hero) web series. Titled *Kuwentong OFW: Mga Babaeng Biya(hero) sa Panahon ng COVID-19 (or OFW Stories: Women Voyager Heroes in the Time of COVID-19)*, the programme discussed the situation of Filipina women migrant workers and their struggles with violence during the pandemic. The programme featured talks from the Overseas Workers Welfare Administration, the Philippine Commission on Women and SAF representatives, and was moderated by well-known TV hosts Suzi Abrera and Kaladkaren Davila. Celebrity supporter Glaiza de Castro also joined the panel discussion as a reactor. The interactions with the online audience were highly interactive; more than 800 comments were posted during the live web session.

Unexpected result: SAF collaborated with Ogilvy Manila, the Babaeng Biya(hero) campaign's official advertising partner in the **Philippines**, to ensure maximum visibility for the Spotlight Initiative and its donor, as well as to raise the awareness of violence against women migrant workers and provide information about access to support services for women migrant workers who need help or experience violence. The effort resulted in a total number of media reports of 3 print news pieces, 16 online news pieces, 5 blog posts and 33 social media posts, reaching an estimated global audience of 69,718,977 (including Filipino/as abroad). *Please note that*

this is an estimated count of reach and impressions through social media and mass media. The estimated audience reach is calculated based on social media analytics and print circulations, and thus not included in the SAF logframe.

SAF saw the opportunity to optimize collaboration with **Philippines** influencers to raise awareness on VAW and to reach a wider audience. SAF launched Safe and Fair Babaeng Biya(hero) social media posts with speaker quotes, including from influencers who acted as advocates for the campaign. The SAF Babaeng Biya(hero) social media posts reached **(3,189,262)** social media users. The following are two examples of influencer quotes used in social media posts:

“VAW has persisted even before COVID-19, but now intensifies as we are locked up with abusive employers. As union leaders, we take it upon ourselves to keep our shelters running, and to constantly check and update on our members’ well-being and situation despite our isolation” – Jec Sernande, Vice-Chairperson, Progressive Labor Union of Domestic Workers, Hong Kong (China).

“We [both women and men] are united in the fight against Gender-Based Violence...It is important that we know proper hotlines and support services...because to gain knowledge and awareness is power in itself” – Glaiza de Castro, actress, women’s rights advocate and a supporter of the SAF Babaeng Biya(hero) campaign.

In the **Philippines** SAF launched the Babaeng Biya(hero) Live Series Recap Social Media Posts with speakers and influencer quotes. It also featured a recap post of the Babaeng Biya(hero) Live Series, while inviting those people who had not watched it live to view the session. With the collaboration of the influencers, the Babaeng Biya(hero) Live Series Recap Social Media Posts reached and online audience of **(117,815)**.

SAF launched the “Together Tayo, Babaeng Biya(hero) Online Event” in the **Philippines** in conjunction with the global 16 Days campaign. The online event commenced the SAF Days of Activism to update the public on the situation of women migrant workers and the programmes and services available to them, and also served as the launch of the Babaeng Biya(hero) celebrity champion, Ms Maine Mendoza. An audience of **(243,378)** was reached through the event. There has been more traffic to SAF Babaeng Biya(hero)’s [social media pages](#), with a subsequent increase in follows, comments and engagement, thereby increasing information reach as well. The number of people reaching out to the Babaeng Biya(hero) Helpline, both through messenger and mobile numbers, has also increased.

SAF organized the Sama-Sama Tayo, Babaeng Biya(hero) Online Townhall and Cultural Celebration in the **Philippines** with the aim to culminate the SAF Days of Activism in celebration of International Migrants Day. It featured discussions on the programmes and services available to women migrant workers during the pre-departure, transit, on-site, return and reintegration stages of the migration cycle. This event not only sustained the VAW/GBV awareness-raising initiatives of the programmes,

but also developed the understanding of women migrant workers on certain programmes that can support and enable them in their migration experience. Through the SAF Babaeng Biya(hero)'s [social media pages](#), the Babaeng Biya(hero) Online Townhall and Cultural Celebration reached an online audience of **(296,547)**.

SAF organized the KAKAMMPI – “Babaeng Migrante May Kakampi Ka” (“Woman Migrant You Have an Ally”) radio forum. This radio forum was a platform to discuss the Babaeng Biya(hero) May I Help You information kiosks and website, psychosocial support, campaigns to end violence against women, support for MRCs, and partnerships with government agencies and CSOs to provide services and help organize women migrant workers. This is an ongoing partnership with KAKAMMPI, which operates the regular radio forum and online live broadcast on migration issues. The radio forum reached **(187)** listeners. SAF was invited at certain times as a guest speaker.

SAF organized the **Philippine** Migration Research Network (PMRN) Migration Dialogues Webinar. PMRN is the network of Philippine researchers, social science experts, advocates and academic practitioners focusing on Philippine migration issues. The dialogue was part of a 2020 series of online webinars analysing key migration issues in the context of the COVID-19 pandemic. The dialogue gathered key migration analysts, social science experts, academic experts and researchers in the Philippines and focused them on the situation, issues and impacts of the COVID-19 pandemic as it relates to Filipino migrant workers. Many of these analysts, researchers and migration specialists also work in government and civil society or provide technical/policy inputs on migration to policymakers. SAF inputs focused on the situation of women migrant workers and the gender, VAW, and women-related dimensions of the impacts of COVID-19 on Filipino migrants, as well as recommended areas of action and response. SAF also highlighted the relevant gender-responsive frameworks, international standards and guidelines that need to be invoked when responding to the pandemic and formulating recovery strategies. A total of 84 participants attended the webinar, which was recorded and disseminated through Facebook, amassing **(3,300)** views.

In partnership with the UNFPA, SheDecides Philippines, the Embassy of Belgium in the Philippines, Filipino FreeThinkers, and MNL Moves, SAF organized Bike Towards a #VAWFreePH Community to raised awareness about VAW and to distribute reflector vests and campaign masks. SAF engaged with participants by asking them to post about their commitment to VAW-free streets and public spaces. This campaign was in line with the Philippine national campaign “VAW-free PH starts with me”, and it has significantly contributed to raising awareness on VAW. The campaign reached **(3,412)** members of the public.

SAF identified students and youth in **Thailand** as a starting point with great potential to generate positive social change. The exhibition “[Extraordinary Women – Journeys out of the Ordinary](#)” was put on display at Thammasat University in Bangkok to raise awareness of violence against women migrant workers. Many students were better informed of the situation of women migrant workers and the prevalence of violence they face. SAF optimized the momentum of the exhibition by organizing a film discussion. This was participated in by the ILO Country Director for Thailand,

Cambodia and the Lao People's Democratic Republic, the UN Women Deputy Regional Director for Asia and the Pacific, and the EU Delegation representative, who were present at the event along with (56) students and participants. The film under discussion was titled "Citizen", which was created by a female social filmmaker. The film addressed women migrant workers' lack of access to essential services and the negative attitudes towards women migrant workers, calling for more protection for women migrant workers. Social media messages were also harnessed to raise the issues addressed in this event, reaching an online audience of (5,377).

SAF also launched a video campaign targeting **Thai** audiences. The video was produced based on the findings of the study [Public Attitudes towards Migrant Workers in Thailand, Malaysia, Singapore and Japan](#), which was jointly conducted by SAF and the ILO TRIANGLE in ASEAN programme. The campaign started with stories, articles and social media messages, building momentum of interest among online audiences. [The video](#) reached (147,426) Facebook users, gained (61,762) impressions on Twitter and received (23,028) views on both Facebook and YouTube combined.

SAF, in cooperation with UNICEF in **Thailand**, conducted an interactive online poll via U-Report with (1,711) Thai students (high school and university levels) to address negative attitudes towards women migrant workers. The poll itself was used to debunk myths about women migrant workers and to provide accurate information about the positive contribution they make to countries of origin and destination.

In **Thailand**, through a partnership with Raks Thai Foundation, SAF harnessed social media to teach the Thai language to Cambodian migrant workers. Information on COVID-19, how to stay safe and how to mitigate the risk of infection have been added to the Thai lessons. The Thai lessons later included information about different forms of violence, including gender-based violence. The Thai language teaching aimed to provide women migrant workers and their family members a basic knowledge of the Thai language that can be used in daily life and enable them to have access to information and services, especially if their rights are violated or they experience violence. During the reporting period, (2,029) women migrant workers and their family members were reached through this language teaching.

In light of the role of the youth in changing social norms and attitudes towards women migrant workers, SAF in **Thailand** organized a "Spotlight Camp" in partnership with Thammasat University and its Students Union. The two-day training aimed to build the capacity of the university students as future leaders to be advocates for the rights of women migrant workers. The training facilitated conversations on the root causes of discrimination against women (and women migrant workers in particular) and brainstormed ideas on how to tackle the risks of violence that are often faced by women migrant workers. As part of the Spotlight Camp, SAF handed over the 2019 physical exhibition "[Extraordinary Women: Journeys out of the Ordinary](#)" to the Thammasat University rector, as a symbol of handing over the engagement in changing the attitudes of new generations towards women migrant workers in Thailand. The Spotlight Camp directly engaged with (205) students on-site and an audience of (38,784) online.



“Spotlight Camp” organized in partnership between SAF and Thammasat University and its Students Union.

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“Youth and migrant workers are often excluded from taking part in solving important social problems, the Spotlight Initiative provides freedom of thoughts and allows young people to work with women migrant workers to propose solutions, which is the heart of sustainable development that leaves no one behind” – Najira Aomsap, Thammasat University student.

“Violence against migrant women is a complex problem because migrant women have to face unequal power in many dimensions: firstly, the unequal power between men and women; secondly, the unequal power between employer and employee; thirdly, the unequal power between nationals and foreigners. Women migrant workers, therefore, face obstacles in development and risks of violence. And when they experience violence, too often, they cannot reach help. These things should never happen in society, as it is unfair, and I will not let it pass or be silent anymore.” – Siwakorn Thatsanasorn, Thammasat University student.

In Viet Nam, SAF organized a White Ribbon Breakfast with the aim of raising awareness and engaging stakeholders and practitioners (especially male leaders) to take responsibility for ensuring the rights and safe and fair migration of women and girls, and to realize the importance of quality responsive coordinated services in ending violence against women and girls. The event was attended by **(101) representatives** from the Ministry of Labour, Invalids and Social Affairs; the Ministry of Public Security; the Ministry of Foreign Affairs; CSOs; NGOs; international organizations; and universities to discuss violence against women; promoting safe and fair migration for all Vietnamese women, including women migrant workers; and attempts to better coordinate with the stakeholders in providing support to the women migrants.

Rights holders (“beneficiaries”)

Please provide an estimated number of rights holders/“beneficiaries” reached during the reporting period. Please use the same methodology you used to calculate estimated beneficiaries in your programme document. For additional guidance on calculating beneficiaries, please see [here](#).

Indicative numbers	Direct for 2020 ⁷⁰	Indirect for 2020	Comments/ Justifications
Women (18 yrs. and above)	2020 = 87,704 women ⁷¹ (of whom 86,365 were women migrant workers ⁷²); Cumulative = 98,188 women (of whom 95,692 were women migrant workers)	TBD at endline	See footnotes
Girls (5-17 yrs.)	2020 = 104 girls; Cumulative = 144 girls ⁷³	n/a	See footnotes
Men (18 yrs. and above)	2020 = 89,073 men (of whom 82,884 were migrant workers); Cumulative = 90,525 men (of whom were 83,341 migrant workers)	TBD at endline	SAF engaged men and boys sharing information on VAW prevention and trafficking (unsafe migration) prevention, in quarantine centres, at MRCs, and as family members of women migrant workers who are integral in VAW prevention at home as well as (in some cultures) women’s migration decision-making in families and communities. See also notes.

⁷⁰ Beneficiaries may not be mutually exclusive, in instances where they may have received multiple services or attended multiple trainings.

⁷¹ This is composed of figures for Indicators 1.2.1, 1.3.1, 1.4.1-3, 2.3.1-2, 2.4.1, and 2.4.2.

⁷² This is composed of figures for Indicators 1.3.1, 1.4.1-3, 2.3.1-2, and 2.4.1.

⁷³ IOM project with Muslim migrants and trafficked persons, which included services to 104 girls in 2020; 25 girls in 2019 and 15 in 2018. Total beneficiaries in the IOM project may include same individuals across services or the years.

Indicative numbers	Direct for 2020 ⁷⁰	Indirect for 2020	Comments/Justifications
Boys (5-17 yrs.)	2020 = 0 boys Cumulative = 80 boys ⁷⁴	n/a	See footnotes
TOTAL	2020 = 176,881 (of whom 86,469 are women and girl migrant workers) Cumulative = 188,908 (of whom 86,813 women and girl migrant workers)	TBD at endline	See footnotes

n/a = not applicable.

Challenges and mitigating measures

Programmatic

- During the 2020 COVID-19 pandemic, women's social and protective networks were disrupted, and they had decreased access to services. This exacerbated the risk of violence against women migrant workers. In such a context, the political de-prioritization of VAW response and prevention emerged as a major challenge in many countries, since services for survivors of violence – including health, police, justice and social services, shelters and helplines – were in many cases shifted to the COVID-19 responses. To turn the tide, SAF advocated for the importance of maintaining or strengthening the availability of coordinated quality essential services for survivors of violence in an emergency context like COVID-19, through the provision of technical inputs on national and regional COVID-19 strategies and action plans, the development of technical briefs, and connecting women in crisis to critical information and services – such as the availability of helplines in various countries during COVID-19 restrictions (see also the section above on “Contextual shifts and implementation status”). Exacerbating this risk of violence were the economic downturn, loss of jobs and restrictions to migration, which further put women at risk without livelihoods or with reduced financial independence. As UNODC briefs indicated, the economic situation created an environment conducive for the trafficking, abuse and exploitation of women. The risks of women migrant workers adopting irregular channels of migration were also exacerbated in some ASEAN countries.
- During periods with most severe movement restriction, neither partners nor women migrant workers were allowed to leave their homes. Exacerbating this situation were public security concerns for migrants in ASEAN countries of destination, especially during the pandemic with increased migrant crackdowns. SAF and its partners have worked with partners to move services and programming online – for instance, enhancing their hotline capacities (with translation to migrant languages) (see the section on “Innovative, promising or good

⁷⁴ IOM project with Muslim migrants and trafficked persons, which included 80 boys over 2018 and 2019. Total beneficiaries in the IOM project, as well as in SAF more broadly, may include the same individuals across the two years and across services provided, that is, the same person was assisted in 2018 and in 2019, and counted in both years.

practices” below). However, at the district and village level in many countries it was very difficult to overcome this challenge due to lack of infrastructure and internet network facilities. In Thailand, a programme partner tried to move a Thai language curriculum online and did the work to prepare for that move; however, very few rural women migrant workers had the IT infrastructure or digital literacy to engage with classes in this way, and that part of the partner’s work was therefore delayed. In Myanmar and the Philippines, at the start of online meetings, time was also given to conduct briefing/orientation for the participants to teach them on how to use the online platforms (Zoom, Webex). Attention to ensuring that participants – especially women migrants, grassroots organizations and CSOs – have a turn to speak in online activities also made them increasingly more comfortable with the technology and the online mode of meetings/activities. However, these efforts need strong and sustained follow-up in future.

- There remains a preference among many stakeholders for in-person activities, especially for strategic meetings. It took time for stakeholders and implementation partners to adjust to using online platforms at the start of the implementation period. Subscriptions to online meeting platforms are not available to many stakeholders. The absence of face-to-face meetings increased the difficulties in framing strategies/plans with partners on the ground and in negotiating IA/partnership agreements, since it is difficult to do long (more than three hours) online meetings; whereas face-to-face strategy meetings in the past could last one or two days. Many grassroots women participants also use mobile phones (no computer access), and therefore it is hard to discuss detailed plans/strategies since they cannot be presented/shown clearly on remote screens, especially those of mobile phones. In responding to the challenges resulting from COVID-19, in some cases where stakeholders or partners do not have subscriptions to meeting platforms, SAF offered to host those meetings virtually and provide technological support as necessary.
- Research work has had to shift to incorporate the realities and difficulties associated with conducting fieldwork in a time of social distancing and limited mobility both within and between countries. This has meant international researchers participating in national trainings and conducting interviews from abroad, as well as hiring local researchers to conduct interviews. Most significantly, however, it has resulted in delays as researchers wait for lockdowns to end. For research planned with the ACMW, it has unfortunately meant putting things on hold until the ASEAN body has the capacity to take these matters up again.
- Even when not in lockdowns, challenges arose in coordinating to organize or meet with women migrant workers, as they often have different days off per week. Some have a weekly day off every Sunday, some only have two days or even one day off in a month. This creates a challenge to find common time to conduct trainings and to organize. Some domestic workers who are members of associations working with SAF do not have any documentation or do not have access to their documentation (when held by their employer).

This limits their participation in the programme because they are afraid to go out and join activities. This fear increased for many people in countries of destination as xenophobia rose concurrent with raids on migrant housing and workplaces. That said, even when women do have documents and countries are not in COVID-related lockdowns, organizers and peer networkers found it challenging to do outreach to women migrant workers in public places (on their day off) due to security reasons (for example, immigration raids). SAF continues to support partners with resources and partnerships to support all women at risk of violence and abuse.

Operational

- In one case, partner personnel were COVID-19-positive during the implementation period. In other cases, partner personnel were moved to COVID-19 response teams and away from SAF work. For instance, in one programme area in the Philippines, the implementation of more than 50 per cent of the activities has been moved to 2021 because the head of the Gender and Development Office was assigned as the deputy officer of the pandemic response of the city government. SAF held regular consultations with partners to brainstorm ways to continue operations given these challenges.
- In some countries, lack of sufficient inter-ministerial coordination and the necessity to engage the two relevant ministries (labour and women's ministries) equally result in delays in getting approvals necessary for implementation of programme initiatives, especially if there are difficulties in one of the ministries. Many government ministries are used to working bilaterally with specific United Nations agencies, for instance, chairing NPACs without having to co-chair with other ministries. The Safe and Fair governance mechanisms, which bring different partners together, continue to require negotiation and advocacy with key stakeholders in a multiple countries, resulting in delays in the finalization or amendment of NPACs' Terms of Reference, or in hosting the NPACs themselves. The relevant heads of office and the SAF programme team continued to work to strengthen partnerships and inter-ministerial approaches. In 2020, NPACs were not held in three countries of implementation: Cambodia (due to delayed issuance of regulation, see next paragraph); Viet Nam; and the Philippines (due to COVID-19 and typhoon-related delays, the official NPAC did not take place, though several working group and ad hoc meetings with NPAC members took place). However, programme activities were conducted in discussion with all relevant ministries and stakeholders.
- In Cambodia, NPAC establishment is ongoing via a joint prakas that is nearly finalized. On 27 August 2020 a bilateral ministerial meeting was conducted to finalize the joint prakas for establishing the NPAC. The final draft of the joint prakas was endorsed by the senior representatives of both ministries at the meeting. Due to the high risk of COVID-19 community spread caused by an outbreak in Phnom Penh between November and December, the final

draft prakas has been awaiting signature by the Ministers of both the Ministry of Labour and Vocational Training and the Ministry of Women's Affairs. This outbreak delayed the required official ceremony for a joint signing of the final inter-ministerial prakas.

- In Brunei Darussalam areas of work were discussed in a national consultation in April 2019. However, in the intervening period, despite SAF attempts to encourage follow-up action, no further progress has been made. Efforts will continue to be made to engage with the Department of Labour, and updates are being provided to the Programme Steering Committee during meetings.

Lessons learned and new opportunities

Lessons learned

- Both the programme and partners have quickly adapted to new modalities of working. Over the course of the pandemic, SAF has honed webinar hosting skills, and learned new technologies for hosting large meetings and small trainings remotely.
- The support and engagement of celebrity champions in the Philippines greatly expanded the reach of SAF messaging to the public and to younger demographics.
- Women-led community networks have been a significant platform for empowering women migrant workers, including during the crisis period. In this reporting period, women migrant workers abroad, returnees and potential migrant workers have utilized women-led community networks to stay connected and to support one another in coping with the dramatic shock caused by COVID-19. Through SAF, women leaders of these networks have worked hand-in-hand with local authorities to disseminate COVID-19 prevention information and to provide emotional support to returning migrant workers to adjust and reintegrate back into the community. Further, women leaders of the SAF-supported networks have exercised their collective voices to make sure migrant families who meet the criteria for government COVID-19 cash transfers are able to obtain this support.
- For countries of origin in ASEAN there has been an urgent need to address sudden and unprepared mass returns of migrant workers, especially women migrant workers. In countries of destination, the crisis emerged as sudden joblessness in migrant communities, stranded migrants, increased VAW, and migrant dormitories ravaged by COVID-19. These issues highlighted the importance of stepping up advocacy on social protection coverage for women migrant workers, including preparedness systems, public health (regardless of immigration status), and safety nets during pandemics/public emergencies. It also called into question the UN's ability to be agile and respond quickly to meet very specific needs that could not have been anticipated before: PPE provision, VAW protection in quarantine

centres and in locked down migrant accommodation, and advocacy for essential services for women migrant workers to remain operational.

- For sustainability of results, SAF has been working with a range of stakeholders in Indonesia – national government, provincial and/or village government officials, labour unions, local CSOs, women's organizations and returnee women migrant workers. This engagement has included supporting these stakeholders in developing their understanding of gender equality, women's rights, violence against women and labour rights. Using a participatory action research methodology has been one way of achieving engagement with and ownership by these diverse stakeholders. Another result of such work is that officials got to hear directly from returned women migrant workers about their journeys and challenges, and to thereby recognize the need for more women migrant-friendly policies and practices. These approaches also helped build the self-confidence of the women migrants as well. This process has now led to grassroots-up building of MRCs in Indonesia that are not only grounded in and inclusive of CSOs, but also sustainably part of Indonesian government regulation.
- In ASEAN, there are several large-scale anti-trafficking initiatives that focus on developing laws and policies, strengthening the capacities of law enforcement officials, and delivering support services to trafficked persons. Hence, SAF continues to take a complementary approach to support women who face violence in the labour migration cycle and to advocate for the services available to nationals who are survivors of violence and/or trafficking to be extended to women migrant workers. As such, SAF plays a good complementary role by ensuring that no one is left behind. This has become more critical than ever in a pandemic that has, in some cases, brought out xenophobic and nationalistic tendencies. SAF is also approaching anti-trafficking through action on systemic root causes: gender inequality, unfair labour migration, and violence against women migrants. When labour migration becomes both safe and fair for women, incidences of trafficking will decline. However, in the pandemic we have seen that labour migration has become both more unsafe and more unfair, highlighting to SAF the need to press on and “hold the line” on women's rights and migrants' rights gains pre-COVID.

New opportunities

Highlighted below are some global and national opportunities in the arenas of normative policy development, inter-agency coordination and community advocacy platform development:

- Youth engagement has taken off as a result of the pandemic. The vastly increased information flows through social media outlets, such as Facebook, Line, WhatsApp and others, are allowing SAF and many partners to re-focus on the young generation. SAF

reinforced its efforts and further pivoted in this direction in Malaysia, the Philippines and Thailand (see Output 3.1 and “Innovative, promising or good practices”).

- Configuring work to deal with the reality of the pandemic has provided new opportunities to host meetings to reach a broader audience than would normally be possible. The mainstreaming of online meetings, technologies and practices has actually helped increase the participation of more migrant groups (especially women's groups) and civil society and tripartite partners from outside the national capital regions. This has also meant that multi-country stakeholders can meet more easily, and that SAF's cross-border work to link service providers between countries of origin and destination has taken off during 2020 (see Output 1.3). In the Philippines, for example, the SAF team capitalized on networks it had built pre-pandemic to enhance opportunities further. Most invitations and links to online meetings were circulated through email, text and social media platforms (including the SAF Communities of Practice in Luzon, Visayas, Mindanao and national social media chat groups, as well as the Babaeng Biya(hero) Facebook page), which helped partners from the regions and abroad to join more SAF online activities and campaigns. The constant use of online platforms increased the participation of women migrant workers and grassroots migrant groups, though this participation has been uneven, in that very rural and older persons were less likely to have connectivity or the required digital literacy.
- In lockdown scenarios where in-person outreach and many avenues of service provision are not possible, SAF partners have pivoted to creative digital means of providing assistance, information and skills building to women migrant workers. Increased digital inclusion and connectivity of women migrant workers presents a good opportunity for expanding service provision, organizing and networking efforts.
 - Hotlines have also benefitted from the shift to digital working. SAF's push for hotlines to become more responsive struck a new and more relevant chord with stakeholders who have worked with SAF to enhance the services and response available (see “Innovative, promising or good practices” below).
 - The online platforms of SAF in the Philippines (especially social media Communities of Practice and the Babaeng Biya(hero) Facebook page) also continued to be very active in sharing information, coordinating activities, getting inputs from partners, and providing mutual help and referral actions.
 - A large influx of women migrant returnees made online TVET skills courses an attractive option for connected women migrant workers in the Philippines. This resulted in the #WomenOFWsCanDolt scholarship programme, jointly implemented by TESDA, the National Reintegration Center for OFWs, and SAF (see “Innovative, promising or good practices”, and Outcome 1.3).

- With regards to knowledge production, the year held up tight windows of opportunity to interview women migrant workers to find out how they have been impacted by the pandemic. Understanding that emergencies do not present situations wherein asking deep questions about VAW is ethical, the programme's in-person research asked wider questions about their socio-economic situations, about stigma and about plans for the future. This information allowed SAF and partners to ensure programming was targeted. SAF also conducted surveys among service providers to find out how they were being affected and how they could best be supported. Finally, SAF started a study with big data researchers to mine internet searches to find out whether patterns related to people searching for VAW information or services online have changed since before the pandemic.
- In both Indonesia and the Philippines, the willingness and convergence of priorities of local and national government and SAF has led to building up the migration and development programmes/services of some local governments.
- The SAF programme has brought new value in bringing together ending violence against women, labour migration and trafficking stakeholders to examine how violence against women migrant workers is a cross-cutting issue in the lives of women. In doing so, SAF illustrates cross-sectoral collaboration and thinking on a specific development issue. There is coordination in the approaches of the three SAF UN agencies that builds on the strengths and experiences of each agency in their respective areas of work. This involves SAF optimizing and strengthening existing processes, platforms and mechanisms (on ending violence against women, labour migration, and trafficking) at both national and subnational levels. Some examples include joint protocols on violence against women migrant workers, inter-agency/multi-stakeholder bodies addressing labour migration and trafficking, local/provincial multi-stakeholder bodies, providing services on migration, and local government programmes and services being done a coordinated manner.

Innovative, promising or good practices

For further details please see Annex D.

Good practices adopted by the SAF programme at the regional level included the transformation of face-to-face service provision to online/digital service provision, working with service providers throughout ASEAN.

At the country level, the innovative, promising and good practices were also to be found in digitization in the COVID-19 era, as well as in engaging with youth, skills scholarships, campaigns, guidance roll outs for the pandemic, and participatory advocacy. See Annex D for more on the following case studies of SAF practices:

- Digitizing Youth Engagement in Malaysia: **Promising**
- Transforming Face-to-Face to Digital Service Provision: **Good**
- #WomenOFWSCanDolt Scholarship Programme: TVET Skills Training and Scholarships for Filipina Migrant Workers: **Innovative**
- National Campaign: Babaeng Biya(hero) (Woman Voyager Hero): **Promising**
- COVID-19 Guidance Development: **Promising**
- Advocacy that Enhanced Gender Aspects of Viet Nam's Law on Contract-Based Overseas Workers: Combining Expert Technical Inputs with an Inclusive Law Revision Process: **Good**

Communications and visibility

This section outlines the communications and visibilities that SAF accomplished in 2020, the majority of which focused on ensuring women migrant workers' access to accurate information about safe and fair migration pathways and COVID-19 related information; promoting the impact and results of SAF-supported interventions; and addressing and shifting negative attitudes and behaviours towards women migrant workers that can foster discrimination and violence.

Despite the unforeseen challenges brought by the COVID-19 outbreak, SAF has been able to accomplish its campaigns and outreach activities, while resonating with the objectives of the Spotlight Initiative communications and visibility plan and being flexible to adapt to regional and national contexts and audiences in ASEAN countries. SAF has done this by:

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

1. Overview

SAF harnessed its established partnerships and collaborations with CSOs, governments, educational institutions and women migrant workers to shine a spotlight on the issues related to violence faced by women migrant workers, including trafficking and the persistence of negative attitudes towards women migrant workers, as well as on the EU-funded Spotlight Initiative Safe and Fair programme itself. During the reporting period, the programme led specific awareness and outreach activities on key days to advocate for changing attitudes and behaviours towards women migrant workers and challenging the norms of acceptance of violence faced by women migrant workers.

Following are key results and progress in SAF's Communications and Visibility effort in 2020.

- **News and media reports:** 19 media references to SAF's knowledge products on violence against women migrant workers and their recommendations (see Output 3.1).
- **Campaigns and awareness-raising efforts:** 23 campaigns and 30 awareness-raising activities were conducted to shift attitudes and behaviours towards women migrant workers and to address violence against women migrant workers (see Output 3.3)
- **People reached through campaigns and outreach efforts:** 4,703,085 members of the public reached through public campaigns and outreach efforts to raise awareness about violence against women migrant workers (see Output 3.3)
- **Human interest stories:** 20 human interest stories were produced to amplify women migrant workers' voice to inform, influence and inspire people.

2. Messages

SAF's tagline "Realizing women migrant workers' rights and opportunities in the ASEAN region" captures the essence of the programme and the Spotlight Initiative. It explains that SAF is working to ensure that labour migration is safe and fair for all women in ASEAN, and that women migrant workers are better protected and less vulnerable to violence.

The programme promoted its mission through interaction with targeted audiences and the population at large. The programme ensured that its objectives were reinforced through consistency in the messages sent to audiences in whatever form of communication used.

For current messaging, the programme tailored the message according to the audience group, communication channel and activity, with supporting evidence such data, statistics and reports.

The following were the key messages of Safe and Fair in 2020.

Women migrant workers' situation the ASEAN region

- Across ASEAN, women are increasingly on the move. International labour migration in ASEAN has increased manifold over the past decades. There are around 10 million migrant workers in the ASEAN, nearly half of them are women.
- When migration is not safe and not fair, women migrants experience violence, trafficking and labour exploitation.
- Migration is often a positive experience, but it's not easy. Many migrants face discrimination based on race and gender that lead to situations of exploitation, harassment and violence.

Women migrant workers have equal labour rights and protection

- Around 50 per cent of migrant workers in ASEAN are women. It's important to engage with women and men in ensuring that labour migration is safe and fair for all women in the ASEAN region and that they are better protected and less vulnerable to violence and trafficking.
- Everyone has the right to work in conditions that are safe and fair in their countries of origin and destination. Sustainable Development Goals can be achieved when the rights and opportunities of women migrant workers are recognized, respected and protected.
- Women migrant workers should have equal rights to access essential services such as healthcare, legal, justice, police and social services, regardless of their migration status.

Women migrant workers contribute to societies and economies

- Women migrant workers transform societies and economies in countries of destination and origin through their labour and contributions, through their remittances and through exchange of knowledge and culture.
- Women's labour migration is an important aspect of labour mobility in the region and can be a crucial source of women's empowerment.
- Safe and fair migration increases opportunities for women to contribute to skills development and transcend gender-based cultural norms.

Solutions and calls to actions

- Men, women, employers or youth – we all have a role to play in making sure work is safe and fair for the millions of women who are making ASEAN work. Find out what you can do at spotlightinitiative.org and join the conversation at #SafeandFair and #SpotlightEndViolence.
- Access to accurate information can have a positive impact on women's labour migration, in terms of the pathways they can take and the services they can access.
- Workers' organizations can play a significant role in supporting workers to advocate for their rights, especially for domestic workers, who can be particularly isolated and hard to reach in their places of work.

The above messages were communicated throughout the campaigns conducted in the reporting period. However, the programme's audiences are diverse and have different backgrounds in terms of knowledge and infrastructure about women migrant workers, especially the youth, governments, service providers and the public at large.

To be successful in communicating the value of SAF's work to the outside world, and to improve the knowledge of audiences about the situation of women migrant workers in the ASEAN region and the violence against them, the programme carefully harnessed communication channels for different audience groups as outlined below.

Target audiences	Communications tools and distribution channels
General public	Infographics, photos, videos, human interest stories, social media products through online communications
Actual and potential migrant workers	Knowledge-sharing, advocacy materials, infographics, videos through online platforms of the ILO, UN Women and partners, as well as through face-to-face activities
ASEAN Member States	Knowledge-sharing on National Dialogues and research, presentation of Safe and Fair during ASEAN meetings, and factsheets through face-to-face distribution
ASEAN institutions	Bilateral and multilateral meetings, regional policy dialogues and consultations, knowledge-sharing events, knowledge products through face-to-face distribution and website
Workers' organizations	National and regional policy dialogues, national consultations, knowledge-sharing and brainstorming events, knowledge products through face-to-face distribution and website
Employers and recruitment agencies	National and regional policy dialogues, consultations training, workshops, knowledge-sharing events
CSOs, community-based organizations and grassroots organizations	National consultations, knowledge-sharing events, directed awareness/advocacy campaigns, online research reports, policy briefs and factsheets, and face-to-face distribution and online platforms
Youth groups	Videos, infographics, online research reports, social media content, radio, online human interest stories, a brief on how to support the issue through face-to-face distribution and face-to-face workshops
Families and communities	Infographics, social media content, radio, articles, knowledge products on the outcomes of the scoping studies and household surveys through face-to-face distribution and online knowledge hub
Research institutions and academia, media networks	Research and knowledge-sharing events and products aimed at producing social norm change at the local level, online research reports, policy briefs and factsheets through face-to-face distribution and website

The programme observed that infographics and multimedia are effective to communicate data and information, especially to the youth, women migrant workers and their family members. Well executed infographics and multimedia can depict issues of violence against women migrant workers in simple and interesting ways for audiences to easily understand. They are also an

important tool on social media, where audience attention spans are short. Notable campaigns where the programme harnessed infographics and multimedia are **Malaysia's** Advoc8 On the Road (University Edition), which reached 11,193 people, and Thailand's video campaign to address negative attitudes towards women migrant workers, which reached 232,216 people online.

3. Media and visibility events

SAF has actively pursued opportunities to increase international attention to the situation of women migrant workers and their positive contributions to their countries of destination and origin, by being featured in the media, promoting SAF knowledge products, and pitching opinion pieces to national, regional and international publications. Through campaign and media outreach, the programme increased media references to the content of SAF knowledge products on women migrant workers. The programme also linked its knowledge products and research dissemination to key international and national events, such as the World Day against Trafficking in Persons, International Women's Day, the 16 Days of Activism Against Gender-based Violence, and International Migrants Day. Below is the list of media references to the programme's knowledge products.

No	Headline	Language	Date	Link
1	"Bridging the Gap – Steps to Make Migrant Workers Safe"	English	17/12/2019*	https://headtopics.com/my/bridging-the-gap-steps-to-make-migrant-workers-safe-10184359
2	"Unfavorable Attitude towards Migrant Workers Seen in ASEAN Countries"	English	18/12/2019*	https://www.apdnews.com/e-world/976340.html
3	"Just 1 in 4 Sees Need for Migrant Workers"	English	19/12/2019*	https://www.youtube.com/watch?v=GXSld8SDRXg
4	"Attitudes towards Migrant Workers in Singapore: Just 1 in 4 Sees Need for Migrant Workers Despite Labour Shortage"	English	20/12/2019*	https://ifonlaysia.blogspot.com/2019/12/attitudes-towards-migrant-workers-in.html
5	"Foreign Workers: For Better or for Worse?"	English	04/01/2020	https://www.unscrambled.sg/2020/01/04/the-dive-foreign-workers-for-better-or-for-worse
6	"Over Half of Singaporeans See Migrant Workers as 'Cultural Threat', and 3 in 4 Think There's No Need for Them: ILO and UN"	English	06/01/2020	http://www.mekongmigration.org/?p=7882
7	"COVID-19 and Women Migrant Workers in ASEAN"	English	01/06/2020	https://www.aidsdatahub.org/resource/policy-brief-covid-19-and-women-migrant-workers-asean

No	Headline	Language	Date	Link
8	“The Compounding Impacts of COVID-19 on Migrant Workers Across Asia (Pt 1)”	English	22/07/2020	https://www.ihrb.org/focus-areas/migrant-workers/covid19-migrant-workers-overview
9	“Migrant Workers in Thailand at Risk of Abuse Amid Economic Slowdown”	English	15/08/2020	https://www.aseantoday.com/2020/07/migrant-workers-in-thailand-at-risk-of-abuse-amid-economic-slowdown
10	“Pandemic Prejudice – COVID-19 and Discriminatory Attitudes Towards Migrant Workers (Pt 3)”	English	29/07/2020	https://www.ihrb.org/focus-areas/non-discrimination/covid19-migrant-workers-discrimination
11	“1 in 4 Respondents See Need for Migrant Workers, ILO Survey”	Japanese	19/12/2019*	https://www.asiax.biz/news/52541/
12	“New issue ‘People’s Attitudes toward Immigrant Workers in Japan, Malaysia, Singapore, and Thailand’: Results of Awareness Survey on Foreign Workers in Four Asian Countries, including Japan: While Acknowledging Productive Contributions, Still Favorable Situations I Can’t Say”	Japanese	12/07/2020	https://iss.ndl.go.jp/books/R000000004-I030408775-00?locale=en&ar=4e1f
13	“Attitudes of the General Public Towards Migrant Workers in Japan, Malaysia, Singapore and Thailand [Executive Summary]”	Japanese	25/03/2020	http://www3.keizaireport.com/report.php/RID/409522/
14	Work & Life Magazine (Bimonthly periodical published by the Japan Association for Advancement of ILO Activities.)	Japanese	01/03/2020	
15	“Singapore Must Rethink How It Treats Migrant Workers”	English	08/05/2020	https://asia.nikkei.com/Opinion/Singapore-must-rethink-how-it-treats-migrant-workers
16	“Public Attitudes Towards Migrant Workers in Asia”	English	31/10/2020	https://bkktribune.com/public-attitudes-towards-migrant-workers-in-asia/
17	“IWD2020: The Lived Experiences of Female Migrant Domestic Workers”	English	06/03/2020	https://www.bfm.my/podcast/the-bigger-picture/live-learn/iwd2020-the-lived-experiences-of-female-migrant-domestic-workers

No	Headline	Language	Date	Link
18	“EU-ILO-UN Women Join Forces to Organize a Campaign ‘Spotlight on Generation Equality’ Encourage ‘New Generation’ to Create Equality – Eliminating Violence against Women Migrant Workers”	Thai	15/12/2020	https://www.khaosod.co.th/advertorial/news_5532578
19	“EU-ILO-UN Women Join Forces to Organize a Campaign ‘Spotlight on Generation Equality’ Encourage ‘New Generation’ to Create Equality – Eliminating Violence against Women Migrant Workers”	English	15/12/2020	https://www.khaosodenglish.com/sponsored/2020/12/15/eu-ilo-un-women-join-forces-to-organize-a-campaign-spotlight-on-generation-equality-encourage-new-generation-to-create-gender-equality-eliminating-violence-against-women-m/

* Not captured in 2019 Annual Report.

Besides the media reference to the knowledge products, SAF ensured maximum visibility for the Spotlight Initiative and its donor wherever possible by coordinating consistent and coherent branding, high-profile endorsements, media placements and public events. SAF successfully drew the media attention to its public events, addressing the issues of violence against women migrant workers to the wider audience. Notable media mentions are listed below.

No	Headline	Language	Date	Link
1	“Panduan Protokol Pelindungan Pekerja Migran Perempuan selama Pandemi Diluncurkan” (“Launch of a Guide to Protecting Women Migrant Workers during a Pandemic”)	Bahasa Indonesia	24/12/2020	https://kumparan.com/kumparanwoman/panduan-protokol-pelindungan-pekerja-migran-perempuan-selama-pandemi-diluncurkan-1uqFg4PUtbY/full
2	“Kementerian PPPA Luncurkan Panduan Terbaru Perlindungan Perempuan Pekerja Migran” (“The Ministry of WECP Launches New Guidelines for the Protection of Women Migrant Workers”)	Bahasa Indonesia	20/12/2020	https://www.pranusa.id/kabarnusa/kementerian-pppa-luncurkan-panduan-terbaru-perlindungan-perempuan-pekerja-migran/
3	“Panduan Protokol Keselamatan untuk Pekerja Migran Perempuan Selama Covid-19” (“Safety Guideline and Protocol for Women Migrant Workers During COVID-19”)	Bahasa Indonesia	16/12/2020	https://kabar24.bisnis.com/read/20201216/79/1331886/panduan-protokol-keselamatan-untuk-pekerja-migran-perempuan-selama-covid-19

No	Headline	Language	Date	Link
4	“Saatnya Perempuan Pekerja Migran Dapatkan Perlindungan Di Masa Pandemi” (“It Is Time for Women Migrant Workers to Get Protection during the Pandemic”)	Bahasa Indonesia	10/12/2020	https://www.konde.co/2020/12/saatnya-perempuan-pekerja-migran-dapatkan-perlindungan-di-masa-pandemi.html/
5	“Encouraging ‘New Generation’ to Create Gender Equality”	Thai	05/12/2020	https://www.bangkokbiznews.com/news/detail/910467
6	“Do Women Migrate for Work Only because of Poverty?”	Thai	04/12/2020	https://www.thairath.co.th/lifestyle/life/1989136
7	“Take Action for Respect and Gender Equality”	Thai	03/12/2020	https://www.thaipost.net/main/detail/85774
8	“EU-ILO-UN Women Join forces to Organize a Campaign ‘Spotlight on Generation Equality’ Encouraging ‘New Generation’ to Create Gender Equality”	Thai	01/12/2020	https://www.dailynews.co.th/women/809966
9	“EU-ILO-UN Women Join Forces to Eliminate Violence against Women Migrant Workers”	Thai	26/11/2020	https://www.thansettakij.com/content/strategy/458209
10	“EU-ILO-UN Women Join Forces to Organize a Campaign ‘Spotlight on Generation Equality’ Encouraging ‘New Generation’ to Create Gender Equality”	Thai	26/11/2020	https://bit.ly/3cCrEzV
11	“Three Leading International Organizations Join Forces to Shift the Negative Attitudes towards Women Migrant Workers”	Thai	26/11/2020	https://www.prachachat.net/csr-hr/news-562803
12	“Public Forum to Promote Safe and Fair Labour Migration for All Women”	Thai	26/11/2020	https://www.passiongen.com/sustain/2020/11/support-women-workers/

4. Campaigns

Please see Results reporting section 3.3. It is not duplicated here in order to avoid repetition.

5. Human interest stories

SAF would like to present 20 stories of survivors of violence and duty-bearers. See Annex G for the full stories. The links to the stories below also feature photos. The stories range in scope, geographically covering several ASEAN countries and including a range of stakeholders, including women migrant workers, CSOs, unionists and government officials. The selection in Annex G includes these story titles:

Story 1: [“COVID-19 Lockdown Doubles Demand for Women’s Shelters in Viet Nam”](#)

Story 2: [“Reaching Malaysia’s Women Migrant Workers Amid COVID-19 Crisis”](#)

Story 3: [“One Call Can Save a Life: In Viet Nam, Phone Counsellors Provide 24-Hour Support to Women Experiencing Violence”](#)

Story 4: [“As Long as There Is Someone Who Needs My Support, I Will Be There to Provide Assistance.”](#)

Story 5: [“I Don’t Want to Miss One Single Call from a Survivor, So I Started to Bring My Phone with Me, Even When I Take a Shower”](#)

Story 6: [“Violence Doesn’t Stop. Services Should Continue during COVID-19”](#)

Story 7: [“No One Deserves Discrimination, Inequality and Violence, in Hard Times or in Normal Times”](#)

Story 8: [“It Is More Important than Ever That Women Migrant Workers Know Where to Get Help”](#)

Story 9: [“I Will Continue to Fight for the Rights of Women Migrant Domestic Workers in Singapore”](#)

Story 10: [“You Are Not Alone, We Are Here to Help You”](#)

Story 11: [“It Fulfils and Motivates Me When They Say ‘Thank You’, When I See Them Empowered, Knowing Where to Seek Help”](#)

Story 12: [“Through the Shelters, the Bond among Returnee Women Migrant Workers Is Stronger”](#)

Story 13: [“Everyone Is Scared in This Situation, but If We’re Not Doing It, Who Will?”](#)

Story 14: [“You Are Not Alone! Call Our Helplines. A Social Worker Will Be on the Other End to Listen and Help”](#)

Story 15: [“Women Migrant Workers Deserve the Rights to Come Home Safely and Comfortably”](#)

Story 16: [“Ending Violence against Women Cannot Be Done by One Sector Alone”](#)

Story 17: [“It Feels Good When They Ask Me for My Help, When People Need Me, Especially Since I Know I Can Be of Assistance and Make a Difference”](#)

Story 18: [“If You or Someone You Know Is Experiencing Violence, Help Is Available. Find out Where the Nearest Shelter Is, or Call a Hotline Number for Help!”](#)

Story 19: [“Solidarity Is What We All Need, Not Discrimination against Returnee Women Migrant Workers”](#)

Story 20: [“Case Resolved: Unpaid and Fired during COVID”](#)⁷⁵

⁷⁵ Please note that this is the only story that is not online. Please find it in Annex G.

6. Testimonials

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



"Sexual harassment is not new, but what is new, is now we have the first international convention on eliminating harassment and violence at work."

H.E. Pirkka Tapiola
Ambassador of the European Union to Thailand



To fight violence against women during these very special times, it is important that we include women migrant workers in the national COVID-19 response and ensure they have access to essential services.

Mr Giuseppe Busini
Deputy Head of Mission
European Union Delegation to Thailand





“ Every woman has the right to bodily integrity and Sexual Reproductive Health (SRH), including access to emergency contraception and PEP (post-exposure prophylaxis for HIV). It is important that women migrant workers are able to access these services throughout the different stages of migration, including when they are in foreign countries.

Dr. Junice Melgar
Executive Director
Likhaan Women's Health Philippines

We are **#WithHer**, are you?



▶ In Post-COVID19 economic recovery, social inclusion measures are necessary for the most vulnerable workers, such as migrant workers, in order to ensure dignity for all and also achieve the 2030 Agenda for Sustainable Development Goals (SDGs). We should leave no one behind.

Pong-Sul Ahn
Regional Specialist in Workers' Education
ILO Regional Office for Asia and the Pacific





 Spotlight Initiative

“COVID-19 has opened our eyes. More than 700,000 people in Malaysia lost their jobs. We are using this opportunity to organize women and men migrant workers. We are listening to their complaints and trying to get them justice.”

Karuppiah Somasundram
Assistant Secretary (Education), Malaysian Trades Union Congress

#SafeandFair



“I recommend to add in Article 69 (of draft Law 72 - amended) a point about supporting women and men migrant workers to come back if it is not their fault or they suffer from violence and harassment.

Nguyễn Thị Minh Phượng
Head of Propaganda Department - Provincial Women's Union

 Spotlight Initiative    

A key learning for us at the 1300 Hotline is that COVID-19 can aggravate the risk of violence against women, including women migrant workers. With support from the Safe and Fair Programme, we ensure the unique needs of the survivors are met, translating the learning into action.

Dr Sanongvitt Phuvonthamart
Director of Social Assistance Centre 1300
Ministry of Social Development and Human Security of Thailand



More than ever, now during COVID-19, women migrant workers are at risk of violence and abuse. It is important to ensure all women migrant workers, including those who do not have regular immigration status, have access to humanitarian assistance, emergency relief, including food, shelter and essential services.

Gita Sabharwal
United Nations Resident Coordinator in Thailand





“ Youth and migrant workers are often excluded from taking part in solving important social problems, but the Spotlight Initiative provides freedom of thoughts and allows young people to work with women migrant workers to propose solutions, which is the heart of sustainable development that leaves no one behind. ”

Najira Aomsap

Awardee of Spotlight on Generation Equality



7. Photos



Photo: UN Women/Putra Djohan

Caption: SAF distributed information materials on violence against women migrant workers with 3,000 PPE kits to Indonesian women migrant returnees who are residing in quarantine centres in East Jakarta operated by the Ministry of Social Affairs. The distributed information includes the [“Safety Planning for Violence against Women during the COVID-19 Pandemic”](#) postcard with key local contacts if women need support.



Photo: ILO/Pichit Phromkade

Caption: SAF, through a partnership with Raks Thai Foundation, promoted Thai language lessons to Cambodian migrant workers and their family members. The Thai lessons included information about how to stay safe during COVID-19 and different forms of violence, including gender-based violence. The language lessons aimed to provide women migrant workers and their family members with basic knowledge of Thai that can be used in daily life and enable them to have improved access to information and services, especially if their rights are violated or if they experience violence.

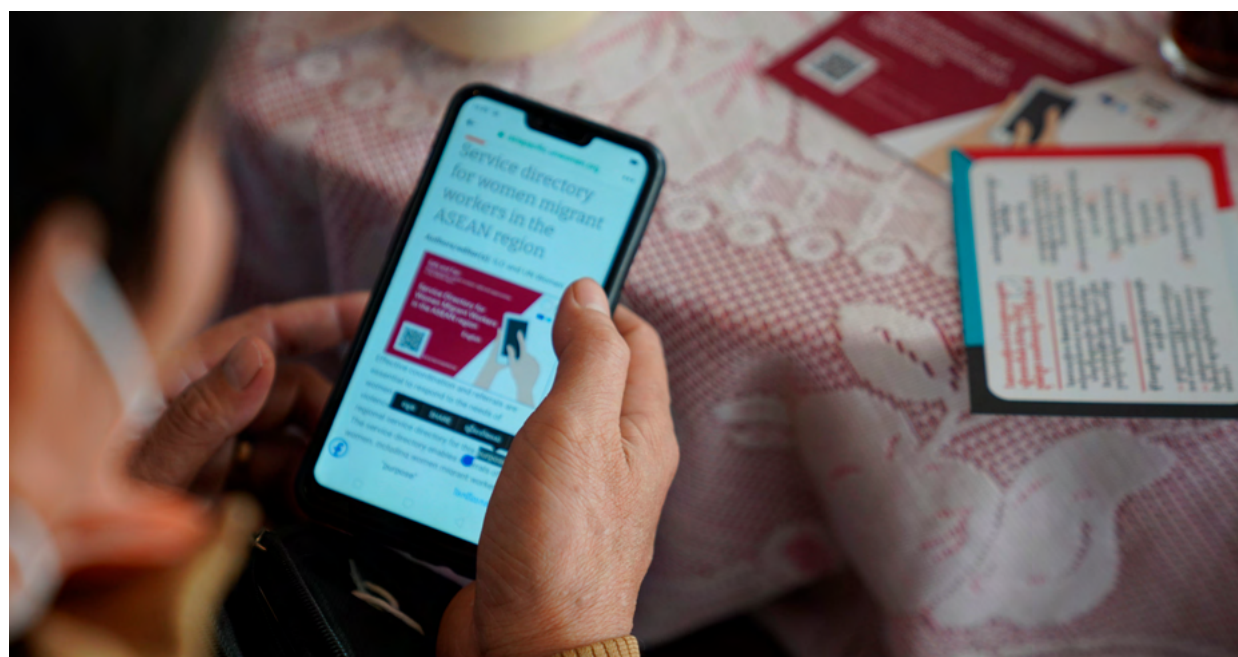


Photo: UN Women/Wara Suttiwan

Caption: A Cambodian woman migrant worker in Thailand scanning a QR code on a Safe and Fair [Service Directory](#) disseminated at the dance competition to promote the national 1300 hotline during the 16 Days campaign. The Service Directory enables referrals of women, including women migrant worker survivors of violence, by sharing information on available violence against women specialized service providers across the region. The list includes the leading organizations providing support to women migrant worker survivors of violence in Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam. Services featured in the directory include the health, police/justice, social, labour services and hotlines as well as shelters, and they are a core set of critical essential services responding to the needs of women migrant workers subject to violence in the ASEAN region.

8. Videos

The below videos are detailed in the Campaigns section of the report above and have been uploaded to the Spotlight Initiative Video Submission Platform:

- <https://www.youtube.com/watch?v=qaVqiPMSbks&t=50s>
- <https://www.youtube.com/watch?v=upYntVk2WXc&t=28s>
- <https://www.youtube.com/watch?v=ITO8hhnuZY8>
- <https://drive.google.com/file/d/1MuAa4MzrWbKw6sNdznXs8v00qH9ZKGGP/view?usp=drivesdk>
- https://drive.google.com/file/d/1b_NGZhCEMxh2FDDezAtppQFvZa-QxnRdw/view?usp=drivesdk

Next steps

Select activities from workplans for 2021; please refer to country-specific 2021 workplans in Annex E for more details.

Objective 1

Regional

- Support to initiatives of the ASEAN Committee on the Implementation of the Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW) on: (1) strengthening the focus on the concerns of women migrant workers in the laws and policies of ASEAN Member States, led by Viet Nam; and (2) improving cooperation between Labour Inspectors, Recruitment Agency Regulators and Anti-Trafficking Police, led by the Lao People's Democratic Republic.
- Workshops with employers' organizations, through ACE, on violence and harassment in the world of work faced by women migrant workers, and promoting ratification of ILO Convention No. 190.

- Strengthening organizing of women migrant workers, including through regional (with the ATUC) and national capacity-building trainings of trade unions to organize women migrant workers and provide services to those who face violence.
- Coordination of partners for strengthening cross-border organizing of and access to justice by women migrant workers.

National

- Support to gender-responsive and VAW-inclusive legal review and law and policy formulation (Indonesia, Myanmar⁷⁶, the Philippines, Thailand, Viet Nam).
- Support to government TVET and other skills centres for women migrant worker skills training (including scholarships, soft skills training and EAW prevention). Developing framework and tools for recognition of skills of returnees. Job matching referrals after skills training, especially in the Philippines (Indonesia, the Lao People's Democratic Republic, Myanmar, the Philippines, Thailand, Viet Nam).
- Capacity-building workshops for MRC coordinators and other service providers on gender equality, violence against women migrant workers and fair migration (Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand).
- Strengthening MRCs' database tracking systems for placement, case coordination and services (including monitoring and tracking of migration process, labour rights and VAW cases, as well as the number of women migrant workers accessing MRC services).
- Set up new MRC services for women migrant workers (Lao People's Democratic Republic, Indonesia, Myanmar, the Philippines, Viet Nam), and continue to operate and improve existing MRC services (Cambodia, Indonesia, the Lao People's Democratic Republic, Myanmar, Malaysia, Singapore, Thailand). MRCs provide: legal aid; accurate, safe migration and EAW information (including the Objective 2 Safety Plan); counselling; referrals to VAW and other services; shelter (at select MRCs); and gender-responsive case management. Assist some MRCs with continued move to online service provision during the pandemic, such as through a virtual MRC (Philippines), and also assist with PPE provision.
- Strengthen trade unions, migrant associations and peer networks in organizing women migrant workers and their families (Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, the Philippines, Singapore, Thailand).
- Capacity development on violence and harassment in labour migration for government officials, employers, trade unions, youth, media, CSOs and/or recruitment agencies in eight countries.
- Develop facilitator guide and conduct trainings for labour inspectors, including on gender equality, EAW and domestic work (Malaysia, Thailand).
- Cross-border coordination involving MRCs, government (including embassies), trade unions and CSOs to support the ability of women migrant workers to organize/network and receive services across implementing ASEAN countries.

⁷⁶ As of sending this report, due to the political context in Myanmar, activities may be revised based on further guidance.

Objective 2

Regional

- Provide technical comments to governments and/or ASEAN on draft policy, accountability tools and legislation that aim to prevent and respond to violence against women migrant workers and trafficking, including supporting the ASEAN Regional Plan of Action on Ending Violence against Women (RPA) mid-term review.
- Develop data collection tools for administrative data on violence against women migrant workers.
- Capacity development for frontline service providers to improve responses to trafficking and violence against women.
- Conduct a regional study on the experience of violence against women migrant workers.
- Provide technical support to countries in ASEAN on enhancing quality coordinated service provision, including through:
 - a training toolkit on sexual harassment in the workplace from a supply chain perspective; and
 - a free online training course on violence against women migrant workers, to be hosted in the global UN Women virtual training centre
- Support to national hotlines to provide quality VAW services to women migrant workers.
- Develop a regional framework on prevention of violence against women migrant workers and disseminate it through a regional workshop.
- Organize public discussions on violence against women migrant workers to raise awareness about the issue.
- Train a pool of local trainers to conduct trainings on quality coordinated service provision.

National

- Develop national- and local-level SOPs for essential frontline workers to provide support for women migrant worker survivors of violence (Thailand, Viet Nam).
- Contribute to the development of referral mechanisms for victims of human trafficking and sexual exploitation, including a national database on victims of human trafficking.
- Develop and implement the Service Mobile App (Interactive Voice Response) focused on VAW response, including migration, trafficking and exploitation.
- Complete the National VAW Service Directory in two ASEAN countries (Philippines, Thailand; further to six countries completed).
- Support sub-national working group on GBV and Migration to improve and strengthen multi-sectoral response mechanisms (Philippines, Thailand).
- Technical support to National Action Plans on Violence Against Women (Cambodia, the Lao People's Democratic Republic, Malaysia) and to Malaysia's National Action Plan on Trafficking in Persons.
- Technical support to develop legislation on violence against women or trafficking, such that it includes the specific concerns of women migrant workers (Myanmar, Thailand, Viet Nam).

- Promote community-based interventions through awareness-raising activities on social norms around women's labour migration, preventing violence against women and trafficking, and promoting gender equality (Cambodia, Indonesia, Myanmar, the Philippines, Thailand, Viet Nam).
- National and provincial trainings on coordinated quality services for duty-bearers and service providers (Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Thailand, Viet Nam).
- Skills training and sharing of tools with frontline workers, including labour attachés, welfare officers and social welfare attachés, to enable the delivery of coordinated quality services (Viet Nam).
- Develop guidelines on referral and case coordination concerning violence against women migrant workers to be used by Foreign Affairs officials (Viet Nam).

Objective 3

Regional

- Support the ACMW to: (1) develop safe migration videos as part of the regional multi-year campaign towards safe migration – continued; and (2) improve public perception on the positive contributions of migrant workers, led by Malaysia.
- Support the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children in the implementation of the campaign on ERAW and trafficking.
- Finalize knowledge and research products begun in 2020 on the following topics:
 1. standard employment contracts focusing on domestic work (ACMW);
 2. experiences of violence among women migrant workers from Cambodia, the Lao People's Democratic Republic and Myanmar who have migrated to Thailand;
 3. conditions of women migrant workers in the manufacturing sectors in Thailand and Malaysia; and
 4. perceptions and attitudes towards LGBTQI+ migrants and linkages with exploitation and violence – SOGI identity and implications for labour migrants.
- Map and assess reporting, monitoring and inspection practices for the regulation of recruitment agencies, with particular focus on women migrant workers.
- Provide technical support to select countries on survey sampling to ensure sex-disaggregation of labour migration data, and on the rollout of the ASEAN VAW data guidelines in selected countries with reference to women migrant workers.
- Engage youth in cross-border exchanges on women migrant workers' rights, and organize high visibility online discussions on heightened risks of violence against women migrant workers during COVID-19 and good practice responses.

National

- Outreach and public awareness activities on violence against women migrant workers during 16 Days, International Women's Day, International Labour Day and International Migrant's Day in nine countries; engagement with youth; and campaigns aimed at tripartite-plus constituents – in particular employers, youth and duty-bearers – on good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers, especially survivors of violence.
- Sex-disaggregated data collection of VAW data in Cambodia, Indonesia, Myanmar and Thailand, and labour migration data in Indonesia, the Lao People's Democratic Republic, Myanmar, the Philippines and Viet Nam. Support new Communities of Practice on VAW and labour migration data (Philippines).
- Develop information, education and communication (IEC) materials on VAW, trafficking and gender-based discrimination of women migrant workers in migrants' languages, and conduct awareness-raising campaigns, disseminating the IEC materials to women migrant workers.
- Support women migrant workers to join national, regional and international events (including online) to ensure their voices are heard by decision-makers.

Annexes

Annex A: Results Framework

Annex B: Risk Matrix

Annex C: CSO Engagement Report

Annex D: Promising or Good Practices Reporting Template

Annex E: Annual Work Plans: 2020 and 2021

Annex F: Philippines OFW Reintegration Advisor and Referral Pathways

Annex G: Stories

Annex H: Global Learning Blog PERTIMIG Malaysia

Annex I: National Service Directory for Cambodian Women Migrant Workers

Annex J: National Service Directory for Indonesian Women Migrant Workers – Bahasa Indonesia

Annex K: National Service Directory for Vietnamese Women Migrant Workers - Vietnamese

Annex L: National Service Directory for Cambodian Women Migrant Workers – Lao

Annex M: Organizing Women Migrant Workers: Manual for trade unionists in ASEAN

Annex N: Government and CSOs Supported (Specific Objective Indicator 3.2)

Annex O: Assessing COVID-19 Related Socio-economic Impacts on Returnee Migrant Workers in Informal Employment in Laos

Annex P: Infographic of Key Recommendations to Strengthen Gender and Draft Law 72 in Viet Nam

Annex Q: Documentation of Referral Pathway for GBV Survivors

Annex R: IDWF–PERTIMIG Handbook on Becoming a Migrant Domestic Worker in Malaysia

Annex S: Training modules on violence against women and girls data collection and use

Annex T: Training module on Providing Quality Essential Hotline Services for Women Subject to Violence

Annex U: Training modules on sex-disaggregation of labour migration data

Annex V: Training material: Caring in the time of COVID-19: Gaps and risks facing women OFWs

Annex W: Training material: Reintegration in the time of COVID: Gaps, challenges, lessons and gender dimensions

Annex X: Training material: Usaping Babae (About Women): Why It is important to talk about violence against women migrant workers

Annex Y: Infographic of Key Recommendations to Strengthen Gender and Draft Law 72 in Viet Nam – Vietnamese

Annex Z: IDWF GBV Casebook – Bahasa Indonesia

Annex AA: IDWF GBV Casebook – Khmer

Annex AB: IDWF GBV Casebook – Thai

Annex AC: Training module on victim identification and interview techniques for victims of GBV and trafficking

Annex A

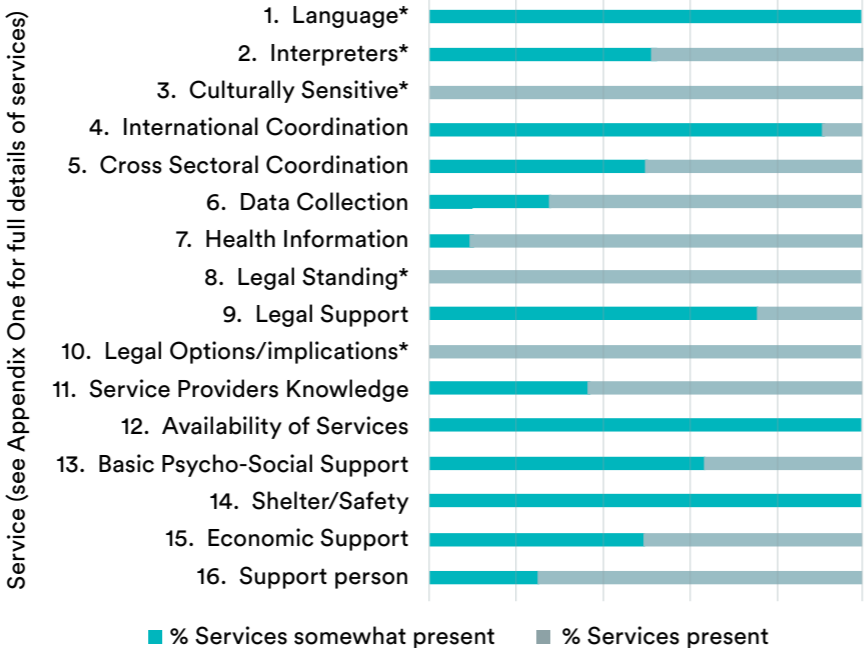
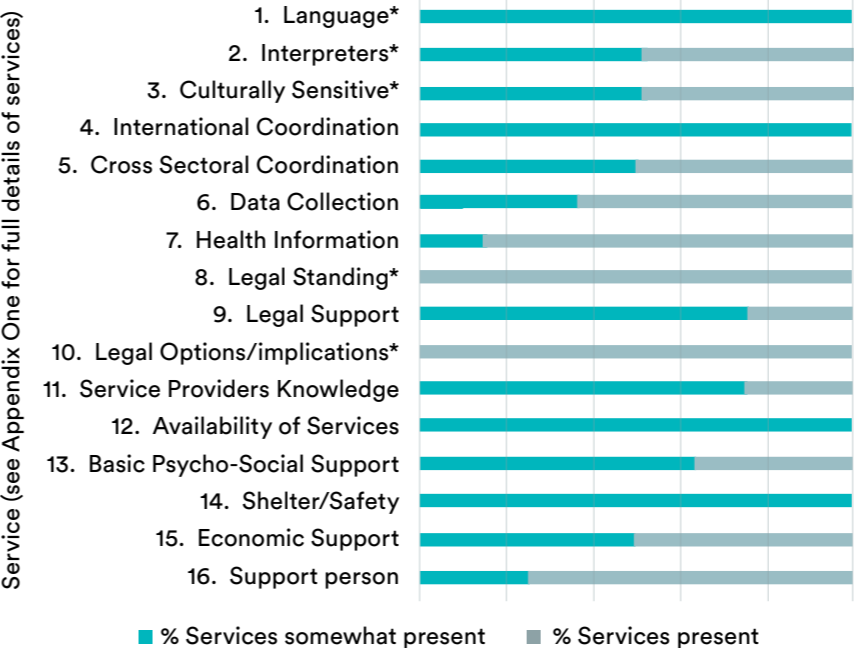
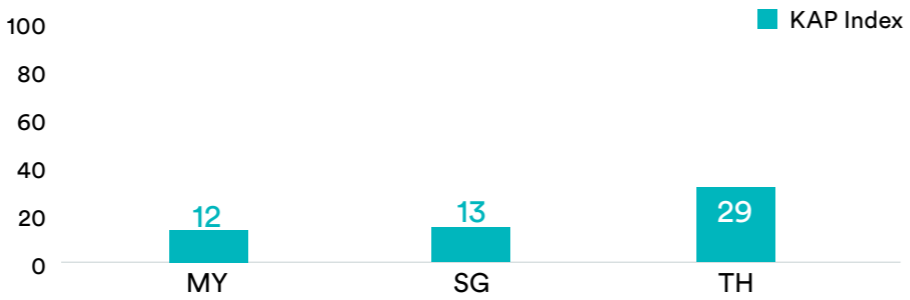
Results Framework

SPECIFIC OBJECTIVE INDICATORS						
Outcome Indicator ¹	Baseline	Target	Results for the reporting period	Cumulative results since start of Programme	On/Off Target ²	
Specific Objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance framework						
1.1 Extent to which national policies and practices are in-line with the relevant normative frameworks on protection of migrant women, domestic workers and anti-trafficking.	Complaints mechanisms/access...		Complaints mechanisms/access...		Frequent	n/a
	Access to information and services		Access to information and services			
	Fair recruitment		Fair recruitment			
	Capacity to implement		Capacity to implement			
	Forced labour/trafficking		Forced labour/trafficking			
	Tripartite plus consultation		Tripartite plus consultation			
	Ratification of conventions		Ratification of conventions			
	Workplace conditions/inspection		Workplace conditions/inspection			
	Social security		Social security			
	Labour rights		Labour rights			
	Gender sensitive labour...		Gender sensitive labour...			
1.2 Number of complaints successfully resolved for women migrant workers	0 complaints ³	1981 complaints	1398 complaints	1399 complaints	On target	
Specific Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services						
2.1. Extent to which national laws, policies, plans and strategies are in-line with the normative frameworks on prevention and response to violence against women.	Data and analysis		Data and analysis		Frequent	n/a
	Essential services		Essential services			
	Institutional capacity		Institutional capacity			
	Women's grassroots network		Women's grassroots network			
	Raise awareness		Raise awareness			
	Assist victims and survivors of...		Assist victims and survivors of...			
	Access to justice		Access to justice			
	Laws and policies on...		Laws and policies on...			
National Action Plan on Ending...		National Action Plan on Ending...				

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

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

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

Outcome Indicator	Baseline	Target	Results for the reporting period	Cumulative results since start of Programme	On/Off Target
<p>2.2. Quality of service outcomes for WMWs experiencing VAW</p>	<p>BASELINE Quality services for women migrant workers experiencing violence across ASEAN</p> <p>Presence of services across ASEAN * = applicable only in Malaysia & Thailand as destination countries</p>  <p>Service (see Appendix One for full details of services)</p>	<p>BASELINE Quality services for women migrant workers experiencing violence across ASEAN</p> <p>Presence of services across ASEAN * = applicable only in Malaysia & Thailand as destination countries</p>  <p>Service (see Appendix One for full details of services)</p>	<p>n/a (to be measured at endline)</p>	<p>n/a</p>	<p>n/a</p>
<p>Specific Objective 3: Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved</p>					
<p>3.1 Index rating of public knowledge, attitudes and behaviours (KAP) towards WMWs in countries of destination</p>	<p>Geographical area: MY, TH, SG ⁴</p> 	<p>Geographical area: MY, TH, SG</p> 	<p>n/a (to be measured at endline)</p>	<p>n/a</p>	<p>n/a</p>
<p>3.2 Number of governmental and civil society organizations implementing activities to protect the rights of women migrant workers in the ASEAN region.</p>	<p>0 governmental and civil society organizations (supported by SAF)</p>	<p>46 governmental and civil services organizations (supported by SAF)</p>	<p>98 govt. and CSOs ⁵ (supported by SAF) ⁶</p>	<p>206 govt. and CSOs (supported by SAF)</p>	<p>Achieved</p>

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

⁵ Of which 56 are new partners and 42 are continuing partners.

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

OUTPUT INDICATORS					
Outcome Indicator	Baseline	Target	Results for the reporting period	Cumulative results since start of Programme	On/Off Target
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.					
1.1.1. Number of policy and legislative instruments provided with technical support ⁷ from the ILO or recommendations from tripartite stakeholders and women migrants.	0 policy instruments	20 policy instruments	7 policy instruments	24 policy instruments	Achieved
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.					
1.2.1. Number of governments, employer, worker, human rights institutions and civil society representatives trained on implementation of gender-responsive policies and services for women migrant workers	0 training participants (supported by SAF)	10,000 training participants (50% women)	1513 training participants (68% women) ⁸	2310 training participants (62% women)	Off Target ⁹
1.2.2. Number of TVET institutions and skills training centers providing tailored skills training to women migrant workers in four countries	0 institutions (supported by SAF)	8 institutions or centers in at least 4 ASEAN countries	9 institutions in 2 countries ¹⁰	10 institutions in 2 countries	On Target ¹¹
Output 1.3: Opportunities for women migrant workers to organize at the regional, national and local level, to enhance safe and fair migration and address labour exploitation and gender-based discrimination is increased.					
1.3.1. Number of women migrant workers who join trade unions or are networked into migrant worker associations.	0 women migrants (supported by SAF)	5,000 women migrants	2,975 women migrants	3,210 women migrants	On Target ¹²
1.3.2. Number of trade unions and migrant workers associations implementing cross border activities to address safe and fair migration, labour exploitation and gender-based discrimination of women migrant workers.	0 trade unions and migrant worker associations (supported by SAF)	6 trade unions and migrant worker associations	3 trade unions/ migrant worker associations	4 trade unions/ migrant worker associations	On Target
Output 1.3: Opportunities for women migrant workers to organize at the regional, national and local level, to enhance safe and fair migration and address labour exploitation and gender-based discrimination is increased.					
1.3.1. Number of women migrant workers who join trade unions or are networked into migrant worker associations.	0 women migrants (supported by SAF)	5,000 women migrants	2,975 women migrants	3,210 women migrants	On Target
1.3.2. Number of trade unions and migrant workers associations implementing cross border activities to address safe and fair migration, labour exploitation and gender-based discrimination of women migrant workers.	0 trade unions and migrant worker associations (supported by SAF)	6 trade unions and migrant worker associations	3 trade unions/ migrant worker associations	4 trade unions/ migrant worker associations	On Target

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

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

⁹ As of now, 23 per cent of the target has been reached. However, due to COVID and curtailing of in-person meetings currently, this target may need to be revised at programme mid-term.

¹⁰ 6 institutions in Cambodia in the tourism sector and 3 in the Philippines.

¹¹ Work planned with TVET institutions and skills training centres in 2021 in Indonesia, Lao PDR, Myanmar, the Philippines, Thailand, and Viet Nam.

¹² Target will be reached by endline. 64 per cent of the target has been reached.

Outcome Indicator	Baseline	Target	Results for the reporting period	Cumulative results since start of Programme	On/Off Target
Output 1.4: Access to authoritative information and integrated support services on fair labour migration, and risks of trafficking, exploitation and abuse is improved for women and members of their families, including through the use of innovative technology.					
1.4.1. Number of migrant women provided with support services	0 women migrants and family members (supported by SAF)	50,000 women migrants and family members ^{13, 14}	17,683 women migrant workers (of total 29,495 migrant workers and family members) ^{15, 16}	18,988 women migrant workers (of total 31,722 migrant workers and family members) ¹⁷	On target ¹⁸
1.4.2. Number of migrant women benefiting from legal aid programmes					
1.4.3. Number of migrant women benefiting from skills development/certification					
Output 2.1: Rights-based and survivor-centered approaches are integrated into laws, policies and practice on prevention and response to VAW to end impunity and improve women's access to essential services, including justice, with a focus on women migrant workers.					
2.1.1. Number of laws and policies adopted or amended with UN Women inputs on rights-based and survivor-centered approaches.	0 laws and policies (supported by SAF)	3 laws and policies ¹⁹	1 laws/policies ²⁰	2 laws/policies	On target
2.1.2. Number of countries with dedicated national strategies/action plans on eliminating VAW, which include women migrants	0 countries (with national strategies/plans, supported by SAF)	3 countries ²¹	1 country	2 countries	On target
Output 2.2: Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral service provision that responds to the needs of migrant women workers is strengthened					
2.2.1. Number of information systems strengthened for women migrants who access support services (health, welfare, police, justice) for survivors of violence and trafficking	0 information systems (supported by SAF)	12 information systems	1 information systems	2 information system	Off target ²²
2.2.2. Number of referral mechanisms for follow-up services for women migrants by front-line service providers	0 referral mechanisms (supported by SAF)	9 referral mechanisms across 6 countries	1 referral mechanism in 1 country	1 referral mechanisms in 1 country	Off target ²³
Output 2.3: Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to provide access to information and services and prevent violence and trafficking of women throughout the migration cycle, including through the use of innovative technology.					
2.3.1 Number of users of community-based and women-led networks supported by UN Women active in preventing VAW and trafficking	0 users (supported by SAF)	2750 users	16,657 users	16,657 users	Achieved
2.3.2 Number of women migrants who are provided with information by networks.	0 migrant women (supported by SAF)	7500 migrant women	57,347 migrant women	63,761 migrant women	Achieved

¹³ Baseline and target combined across all three Output 1.4 indicators as per prodoc.

¹⁴ Please note that while the Indicator does not include family members, the Baseline and Target set in the Prodoc do, as does the Output language. Thus we give results for both, women only and totals with family members. The target of 50,000 includes family members.

¹⁵ Inclusive of IOM project with Muslim migrants and trafficked persons, which in 2020 included 203 services provided to women and 104 to girls (counted as female/women for the purpose of this logframe).

¹⁶ SAF engaged men and boys sharing information as VAW prevention and trafficking (unsafe migration) prevention, in quarantine centres, at MRCs, and as family members of WMWs who are integral in VAW prevention at home as well as (in some cultures) women's migration decision-making in families and communities. Men may not all be family members of women migrant workers, as this is hard to determine especially with regards to prospective WMWs.

¹⁷ Total beneficiaries in the programme are not mutually exclusive numbers and may include counts of the same individuals assisted with various services and in different years.

¹⁸ The programme has entered into contracts with MRCs in Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Singapore and Thailand up to December 2020. In 2021 contracts are forthcoming with further MRCs in Lao PDR, Indonesia, Myanmar, Philippines and Viet Nam. This target is expected to be achieved by programme end line. While 'on track', due to COVID, this target may need to be revised at programme mid-term.

¹⁹ NB This is an indicator of total number of laws and/or policies that move in a measurable positive direction.

²⁰ The Implementing Rules and Regulations of the Republic Act No (RA) 11299 Act Establishing the Office for the Social Welfare Attaché, Philippines, was counted in SAF 1.1.1 in 2019 with inputs from SAF (ILO and UN Women). It was adopted in 2020 with inputs from SAF (ILO and UN Women). Given it is 'counted' twice across years, in the SAF cumulative cross-objective totals of inputs to law and policy change, it will only be counted one time to avoid double counting.

²¹ NB this is an indicator of the total number of NAPs that move in a measurable positive direction.

²² This target is expected to be achieved by programme end line. In 2020, the programme organized a regional webinar series on violence against women migrant workers data collection and use, and developed a guidance note on violence against women migrant workers data collection (to be finalized and disseminated in 2021). In 2021, technical support will be provided to partners, including close coaching on how to safely collect administrative data (harmonized in-take forms).

²³ This target is expected to be achieved by programme end line. In 2020, this area of work was de-prioritized by partners during COVID-19. Nevertheless, the programme developed a draft "Practical Guidance on Developing SOPs to respond to violence against women migrant workers" to be finalized and disseminated in 2021. The draft guidance was already used in Thailand and Viet Nam in 2020, as support to the drafting of local SOPs to establish referral mechanisms. In 2021, technical support to Indonesia, Philippines, Thailand, Viet Nam will be provided to make sure results are timely achieved.

Outcome Indicator	Baseline	Target	Results for the reporting period	Cumulative results since start of Programme	On/Off Target
Output 2.4: Capacity of front-line service providers (health, social and criminal justice) to provide quality, coordinated services and collect and use data ethically to respond to the needs of women migrants experiencing violence and trafficking is enhanced.					
2.4.1. Number of women migrants who receive assistance from front-line service providers	0 migrant women (supported by SAF)	2880 migrant women	415 migrant women	1,828 migrant women	On target
2.4.2 Number of front-line service providers trained to handle women's protection/trafficking issues in a coordinated manner	0 front-line service providers (supported by SAF)	1040 front-line service providers	722 front line service providers ²⁴	2,077 front line service providers	Achieved
2.4.3. Number of joint task forces (linking, for example, criminal justice, labour, immigration and VAW) established on women's protection/trafficking.	0 joint task forces (supported by SAF)	6 joint task forces	2 task forces	4 task forces	On Target
Output 3.1: Research, data and good practices on safe and fair labour migration for women, and violence that migrant women experience, are developed, shared and used to inform policy and programme development.					
3.1.1 Quality of participation of WMWs in international events.	0 blogs	10 blogs	3 blogs	4 blogs	On target
3.1.2 Number of media references to the content of knowledge products on women migrant workers.	0 media references	100 media references	19 media references	45 media references	On Target
3.1.3 Number of research studies and knowledge materials produced and disseminated focusing on safe and fair labour migration, and violence against migrant women	0 research studies and knowledge materials	50 research studies and knowledge materials	37 research studies and knowledge materials (Additional 25 translations not included in count)	74 research studies and knowledge materials	Achieved
Output 3.2: Capacity of relevant ministries and national statistic offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.					
3.2.1. Percent of a complete sex- disaggregated dataset produced by governments on labour migration statistics	45% total datasets ²⁵ (41% sex-disaggregated datasets)	65% total datasets (61% sex-disaggregated datasets) ²⁶	54% sex-disaggregated dataset (increase of 6% from 2019)	54% sex-disaggregated dataset	On target ²⁷
3.2.2. Number of ASEAN countries collecting data on violence against migrant women (administrative or prevalence data)	0 ASEAN countries ²⁸	4 countries collecting data pertaining to gendered violence against women migrant workers.	0 countries	0 countries	Off Target ²⁹
Output 3.3: Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking, and gender-based discrimination of women migrant workers.					
3.3.1. Number of persons reached through awareness-raising campaigns to change attitudes and behaviors towards women migrants.	0 stakeholders	500,000 stakeholders ³⁰	4,703,085 stakeholders	6,127,653 stakeholders	Achieved
3.3.2. Number persons reached through campaigns to address VAW, trafficking and gender-based discrimination of women migrant workers. ³¹					

²⁴ NB. Number not necessarily mutually exclusive, as some stakeholders may go to more than one SAF training.

²⁵ When SAF's baseline and target were set, the target and baseline of 45% and 65% were set based on all data sets in ILMS, not the sex-disaggregated data sets. Thus, in parenthetical brackets below are the re-calculated baseline of 41% and the target (keeping a range of 20 percentage points) of 61%. This re-calculation may need to be reflected in any changes made at the time of the mid-term evaluation.

²⁶ When SAF set its baseline 11 of 19 total ILMS tables required sex-disaggregation. In 2019 the ILMS was revised so that all tables require sex-disaggregation. After the revision, however, in order to maintain a consistent measure for the SAF logframe, SAF is tracking only those same 11 original tables for its indicator.

²⁷ As of end 2020, this target is 65% met (13 percentage points reached out of the 20 percentage point baseline-target gap).

²⁸ The Scoping Study and baseline exercises have indicated that while all countries within the scope of SAF are collecting administrative data on VAW, few are regularly disaggregating by migration status. In some sub-national locations this is happening.

²⁹ In 2020, a webinar series to roll out the "ASEAN VAW Data Guidelines" was organized with country-specific sessions for Cambodia, Indonesia, Philippines, Thailand and Viet Nam. Although the interest of country delegations was high, the decision to collect VAW data remains political and requires time. SAF will continue to strongly advocate for strengthening VAW administrative data collection across the region and will offer technical support to government partners. Among the many stakeholders, the Department of Foreign Affairs of the Philippines expressed interest in receiving support in 2021. This indicator is 'in progress', based on trainings conducted in 2020. Due to COVID and political re-prioritizations, however, this work has proven to be challenging and this target may need to be revised at programme mid-term.

³⁰ Per 10 September 2019 Project Steering Committee, it was agreed that the targets and reporting for indicators 3.3.1 and 3.3.2 be merged for joint reporting.

³¹ Per 10 September 2019 Project Steering Committee, it was agreed that the targets and reporting for indicators 3.3.1 and 3.3.2 be merged for joint reporting.

Annex B

Risk management report

Instructions: Kindly refer to the Risk Management Matrix in your approved Spotlight Country/Regional Programme Document to report in the below matrix on how your programme has managed all identified risks during the reporting period. Should new risks have arisen, please include them clearly in the Risk Management Matrix below, denoting [NEW RISK] and use this matrix moving forward. Please also update the section on 'Assumptions' as necessary.

Risk Assessment			Risk Monitoring:		Addressing the Risk:	Responsible Person/ Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?		Please include the mitigating and/or adaption measures taken during the reporting period.	
Risk	Likelihood:	Impact:	Periodicity	Source for monitoring		
Please include new risks, if any, denoting these with [New Risk]	Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1				
Contextual risks						
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.	3	4	Rolling	News reports, CSO partners and conversations with ASEAN governments	<p>The programme continues to advocate the positive benefits of migration in the implementation of the programme. In Myanmar, the ban on women migrating as domestic workers was removed.</p> <p>Continuous advocacy is needed noting the importance of raising the issue of violence perpetrated against WMWs, but also the risks incurred doing so, as the immediate reaction may be to enforce “protective” bans, to prevent violence.” The balance of empowerment and prevention of violence indeed continues to be an important message to be nuanced in country contexts and the risk remains that protection is done in the form of bans or restricted mobility for women migrants promoting opportunities for traffickers and unethical recruiters</p> <p>The risk of restricted mobility became apparent during the COVID 19 pandemic when women migrant workers couldnot leave homes or workplace. The programme supported advocacy of the UN and CSOs to address abuse and violence faced by women migrant workers and enhanced capacities to provide services to women.</p>	All countries in programme and RO team (except Brunei where engagement is minimal)

Risk Assessment			Risk Monitoring:		Addressing the Risk:	Responsible Person/ Unit		
Risk			How (and how often) did your programme monitor the risk(s) during the reporting period?	Source for monitoring	Please include the mitigating and/or adaption measures taken during the reporting period.			
Please include new risks, if any, denoting these with [New Risk]			Periodicity					
Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1			Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1					
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.			5	5	Rolling and end of programme	News reports , CSO partners, workers'organisations and end-line	<p>Based on the research done by the programme this remains a risk as negative perceptions have remained or become worse in some countries of destination and especially with stigma associated with the pandemic, although there has been greater support expressed for women migrant survivors of violence.</p> <p>The risk of a surge in negative attitudes towards migrant workers became higher in relation with COVID-19, as migrant workers are even more stigmatized and perceived as virus carriers.</p> <p>Communication efforts are ongoing on developing a positive discourse of women's migration and sharing the outcomes of the research to generate discussions. The Programme is engaging with media to build relations with sympathetic journalists and with young people and public in general. Evidence-based campaigns to promote positive attitudes towards migrant workers and counter misleading rhetoric are being implemented.</p>	All countries and RO team (except Brunei where engagement is minimal)
[NEW RISK] COVID-19 has increased the risk of VAW , trafficking experienced by women migrant workers, as well as lowered their access to services and the quality and quantity of labour migration opportunities for them, both leading to increased gender, class and other inequalities, poverty, and mental and physical ill health.			5	5	Bi-weekly	News reports, CSO partners, workers organisations and research by SAF and other partners	<p>SAF advocated for the importance of maintaining or strengthening the availability of coordinated quality essential services for survivors of violence in an emergency context like COVID-19. SAF is advocating for safe and fair migration when and as migration routes in the region open and lockdowns lift. SAF is concerned about increased costs for women migrant workers who will now have to pay for COVID-related tests and quarantine, and is advocating strongly for social security, free health care, and maintenance of labour standards in workplaces, including freedom from violence and harassment.</p> <p>SAF's advocacy is through the provision of technical inputs on national and regional COVID-19 strategies and action plans, the development of technical briefs and research, as well as inputs at dialogues and consultations. (See also related programmatic COVID-19 risk below)</p>	All countries and RO team (except Brunei where engagement is minimal)

Risk Assessment			Risk Monitoring:		Addressing the Risk:	Responsible Person/ Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?		Please include the mitigating and/or adaption measures taken during the reporting period.	
Risk	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Periodicity	Source for monitoring		
Please include new risks, if any, denoting these with [New Risk]						
Programmatic risks						
[NEW RISK] COVID-19 related programmatic risks include: *Service providers are unable to provide robust services in-person or remotely. *Trade unions cannot organize WMWs under lockdown. *Government resources and attention are on the pandemic not on VAWMW policy or services.* Targets as envisaged in prodoc on trainings may not be reached with repeated restrictions imposed by countries, despite the adoption of measures for online delivery of trainings	4	4	Bi-weekly	Monitoring with SAF partners especially workers'organisation and CSO partners	SAF has strived to respond nimbly, and according to local needs, providing PPE in some places, Safety Planning tools and Service Directories for women, and law and policy support related to COVID-19 specific measures. SAF is connecting women in crisis to critical information and services- such as the availability of SAF Migrant Worker Resource Centres and helplines in various countries during COVID restrictions. SAF is working very closely with our wide service provider networks and partners, to help them stay operational, relevant, and skilled (for digital service provision for instance). SAF is providing legal aid and case management services to facilitate access to justice for women migrant workers who may have been unfairly dismissed or who have faced violence, harassment, abuse and exploitation. In scenarios of strict lockdowns, SAF-supported trade unions are shifting priority from membership recruitment to strengthening the internal organization, building capacity of organization/network members and engaging in more social dialogue. Women's networks via social media are growing, and SAF is supporting more and more CSOs.	All countries and RO team (except Brunei where engagement is minimal)
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.	4	4	Rolling	News reports, CSO partners, workers organisations and conversations with ASEAN governments	The programme continued its advocacy efforts to include rights of domestic workers in the law and ratification of ILC 189. SAF supported domestic worker groups' advocacy which continues to take place in Indonesia, Malaysia, and Singapore particularly. Domestic workers across the three countries have lobbied for domestic workers inclusion in labour laws, as well as in acute COVID-19 relief. From regional end, the programme also put a spotlight on the plight of violence and abuse and rights of domestic workers during the pandemic through social media engagement. The programme is working to strengthen migrant domestic workers organizing through IDWF and development of a toolkit on organising.	All countries and regional team (except Brunei where engagement is minimal)
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.	3	4	Bi-annually particularly at NPAC meetings	NPAC meetings and other government and partner consultations	The programme works with the key ministries working on migration and EAW and bringing them together, to better inform programmes, policies and approaches related to migrant women workers and ending VAW. Besides Ending VAW and labour migration are ASEAN priorities and SAF complements the national work with ASEAN level engagement on safe and fair migration of women	All countries and regional team (except Brunei where engagement is minimal)

Risk Assessment			Risk Monitoring:		Addressing the Risk:	Responsible Person/ Unit		
Risk			How (and how often) did your programme monitor the risk(s) during the reporting period?	Source for monitoring	Please include the mitigating and/or adaption measures taken during the reporting period.			
Please include new risks, if any, denoting these with [New Risk]			Periodicity					
Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1			Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1					
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.			5	4	Quarterly	MRC baselines, upcoming VAWMW study, and NPC monitoring of partners' service provision	<p>The programme has adapted the essential services package (which highlights the essential coordinated quality services to be provided to women survivors of violence) for women migrant workers. As part of a multi-year capacity building strategy aimed at enhancing coordination for a better response to the needs of women migrant workers, Safe and Fair developed several training curricula strengthening the capacity of service providers to provide quality services and multi-sectoral coordination mechanism to address VAWMWs. SAF is working with partners particularly on service provision in migrant languages.</p> <p>Considering the emerging needs of women migrant workers in accessing remote service provision, the programme has prioritized building capacities of hotlines and technology based service provision.</p>	All countries and regional team (except Brunei where engagement is minimal)
Informal migration pathways are unlikely to be directly reached by government data collection and/or improved policy frameworks (when focused on documented migrants), leaving sometimes substantial proportions of women migrant workers unprotected or not benefitting from progress made against outputs carried out through government partnerships.			4	3	Bi-annually	SAF research and dialogues with CSOs	<p>Policy recommendations made by the programme include the needs of all women migrant workers. The programme prioritizes sectors that remain informal, such as domestic work. The programme is building capacities of front line service providers to provide services to all women migrant workers, including the undocumented.</p> <p>Through engagement with women's networks, the programme is including concerns of all women migrant workers, including undocumented and informal women migrant workers, in the programme. initiatives</p> <p>The programme is advocating for 'firewalls' (services given confidentially irrespective of status) so that all WMWS can access services, without being asked their migratory status.</p>	All countries and regional team (except Brunei where engagement is minimal)
Insufficient levels of international / cross border cooperation to create a consistently safer environment along women migrant workers' migration pathways.			4	4	Bi-annually	NPAC meetings and other partner consultations	<p>Safe and Fair is working towards cross-border cooperation in terms of: 1) Work at the ASEAN level enhancing government, employer, CSOs and union collaboration and networking across countries on women migrant workers' issues, including violence and abuses (service directories were established to facilitate referral and networking) 2) Work specifically with unions on cross-border agreements, networking and collaboration 3) ensure that labour attaches across the region are aware of the importance to prevent and respond to VAWMWs, through capacity building and engagement in regional dialogues.</p>	All countries and regional team (except Brunei where engagement is minimal)

Risk Assessment			Risk Monitoring:		Addressing the Risk:	Responsible Person/ Unit		
Risk			Periodicity	Source for monitoring	Please include the mitigating and/or adaption measures taken during the reporting period.			
Please include new risks, if any, denoting these with [New Risk]			Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1				
Country specific risks – such as low levels of advocacy space for CSOs or trade unions, as well as country specific political events or economic changes.			5	5	Rolling	News articles and information from workers organisations and CSO partners	In early 2021 this risk is especially heightened for Myanmar after a coup. Given Spotlight's focus in ensuring engagement of CSOs and women's movement in the initiatives, shrinking CSO spaces and difficulties for CSOs in accessing resources remains a challenge. The programme is prioritizing the engagement of women migrant workers, CSOs, CBOs and women's networks in all meetings/ dialogues and forums organized at country and regional levels. Agreements with relevant CSOs are being signed in all countries in the region to ensure their meaningful engagement in the programme. The global CSO advisory member from Philippines will be invited to the next RPAC.	All countries and regional team (except Brunei where engagement is minimal)
Institutional risks								
Challenging levels and new types of coordination and communication required across different levels of the programme.			2	2	Bi-annually with monitoring, and more often as needed	NPC monitoring and team/bilateral check-ins	The programme has organized several coordinated calls and developed ways of communication and work to ensure the coordination required in this joint programme is clear to all staff. Shared communication and document sharing space and joint communications ensure joint ownership and communication across the national and regional levels in the programme.	All countries and regional team
Engagement of government, employers, women migrant workers, and recruitment agencies in project activities is weak.			4	4	Quarterly monitoring and annual/bi-annual NPACs	Contract monitoring, NPAC, RPAC	The inception consultations, NPAC meetings have all ensured there is positive interest in the programme activities which is reflected in the multi stakeholder meetings the programme is able to convene. However, COVID-19 is throwing institutional, political, freedom of movement, and resource barriers in the way of some partners.	All countries and regional team
ROLE OF UNODC: There has been limited allocation for UNODC engagement in the project document. This limits possibilities of activities specific to anti trafficking.			5	3-4	Quarterly	Discussions with UNODC	Discussions are ongoing on engaging with the technical staff of UNODC	Regional team and senior management of ILO-UNWOMEN_ UNODC
Fiduciary risks								
Implementing partners may not have capacity or understanding on disbursement of funds and collecting necessary documentation, especially those organisations which are small or have a small team dedicated to project activities of SAF			3	4	Rolling	Financial reports from partners and NPC monitoring role	The project has been continuously training partners on results reporting financial rules and regulations, permissible costs and need for documentation. This will be continued.	The regional and country office teams including finance team also review reports and exercise due diligence All countries in programme and RO team

Annex C

CSO engagement report

This doesn't include information on trade unions, as in ILO they are not considered to be CSOs. Please include any award signed since the start of the programme (or done with the pre-funding). Record the full value of the award (all tranches included), even if it extends beyond the reporting period.

Reminder that **30-50%** of Spotlight Programme funds are to be delivered via CSOs. Of that funding to CSOs, **50-70%** should be delivered via national, local and grassroots organisations.

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO ¹	Total Award Amount (USD) ²	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement ³	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? ⁴	Is the CSO a new or existing partner? ⁵	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
Specific Objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks									
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.									
1	1,1	Center for Gender, Family and Community Development (GFCD)	National	\$ 10 000	ILO	Implementing Partner (IP)	Yes	New	Migrant women and girls
1	1,1	Jaringan Buruh Migran (JBM, Institute for ECOSOC Rights, Indonesia)	National	\$ 30 000	ILO	Implementing Partner (IP)	Yes	Existing	Migrant women and girls
Output 1.2:??									
1	1,2	Migrant Forum in Asia (MFA, implementing in the Philippines)	Regional	\$ 68 291	ILO	Implementing Partner (IP)	Yes	Existing	Migrant women and girls
1	1,2	Raks Thai Foundation (Thailand)	National	\$ 68 125	ILO	Implementing Partner (IP)	No	Existing	Migrant women and girls

¹ Type of CSOs

-International CSOs operate in two or more countries across different regions.

-Regional CSOs operate in two or more countries within the same region (i.e. Africa, Latin America, Asia, Caribbean, Pacific). In this case, a regional CSO is not one that operates in a particular region within one country.

-National CSOs operate only in one particular country.

-Local and grassroots organisations focus their work at the local and community level and do not have a national scope. They tend to have a small annual operational budget (for example, under USD \$200,000); to be self-organised and self-led; and to have a low degree of formality.

² Award Amount

In this context, an "award" is any financial grant, contract, or partnership agreement with a CSO.

³ Type of Engagement

-Implementing Partner (IP): Programmes may contract out particular activities for a CSO to implement.

-Grantee: Programmes may issue a broad Call for Proposals to which CSOs submit proposals for grant funding.

-Vendor: Programmes may engage with CSOs through a procurement process, such as purchasing services from a CSO or hiring a CSO for a training or other activity.

⁴ Woman-Led and/or Women's Rights Organisation (WRO)/Feminist CSOs

To be considered a "woman-led CSO," the organisation must be headed by a woman. To be considered a "women's rights or feminist organisation," the organisation's official mission/visions statements must reflect its commitment to addressing multiple/intersecting forms of discrimination and advancing gender equality and women's rights. The organisation should aim to address the underlying drivers/systems/structures, including patriarchy and gendered power dynamics, that perpetuate EAWG and gender based violence and work to transform these.

⁵ New or Existing Partner (the rationale behind this question is to understand the extent to which RUNOs are expanding their outreach to CSOs beyond usual partners, giving opportunities to new CSOs)

To be considered a "new partner", the RUNO has not engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.

To be considered an existing partner, the RUNO has engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.

Please select "No information available" if no information is available on if the CSO is a new or existing partner.

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO ¹	Total Award Amount (USD) ²	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement ³	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? ⁴	Is the CSO a new or existing partner? ⁵	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
1	1,2	Thailand Development Research Institute Foundation	National	\$ 45 774	ILO	Implementing Partner (IP)	No	Existing	Migrant women, women workers
Output 1.3: Opportunities for women migrant workers to organise at the regional, national and local level, to enhance safe and fair migration and address labour exploitation and gender based discrimination is increased.									
1	1,3	International Domestic Workers Federation	International	\$ 195 000	ILO	Implementing Partner (IP)	Yes	Existing	Migrant domestic workers, Domestic workers
Output 1.4: Access to authoritative information and integrated support services on fair labour migration, and risks of trafficking, exploitation and abuse is improved for women and members of their families, including through the use of innovative technology.									
1	1,4	Persatuan Sahabat Wanita Selangor (PSWS, Malaysia)	National	\$ 140 516	ILO	Implementing Partner (IP)	Yes	New	Migrant women and girls, Women workers
1	1,4	Cambodia Women's Crisis Centre (CWCC)	National	\$ 85 000	ILO	Implementing Partner (IP)	Yes	New	Migrant women and girls, trafficked women and girls
1	1,4	Tenaganita (Malaysia)	National	\$ 26 358	ILO	Implementing Partner (IP)	Yes	Existing	Migrant women and girls, trafficked women and girls
1	1,4	Peaceway Foundation (MWG, Thailand)	National	\$ 16 650	ILO	Implementing Partner (IP)	No	Existing	Migrant women and girls, migrant workers
1	1,4	Humanitarian Organisation of Migration Economics (HOME, Singapore)	National	\$ 105 723	ILO	Implementing Partner (IP)	Yes	Existing	Migrant women , migrant domestic workers, victims of trafficking
Specific Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services									
Output 2.1: Rights-based and survivor-centred approaches are integrated into laws, policies and practice on prevention and response to VAW to end impunity and improve women's access to essential services, including justice, with a focus on women migrant workers.									
2	2,1	Institute for Social Development Studies (ISDS, Viet Nam)	National	\$ 80 000	UNW	Grantee	Yes	Existing	Migrant women and girls
Output 2.2: Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral service provision that responds to the needs of migrant women workers is strengthened.									
2	2,2	Development Action for Women Network (DAWN, Philippines)	National	\$ 11 062	UNW	Vendor	Yes	Existing	Migrant women and girls
2	2,2	TALIKALA (Philippines)	National	\$ 40 000	UNW	Vendor	Yes	Existing	Migrant women and girls
Output 2.3: Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to provide access to information and services and prevent violence and trafficking of women throughout the migration cycle, including through the use of innovative technology.									
2	2,3	CARE Cambodia	International	\$ 249 500	UNW	Grantee	Yes	Existing	Migrant women and girls
2	2,3	Center for Migrant Advocacy (CMA, Philippines)	National	\$ 64 000	UNW	Grantee	Yes	Existing	Migrant women and girls

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO ¹	Total Award Amount (USD) ²	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement ³	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? ⁴	Is the CSO a new or existing partner? ⁵	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
2	2,3	Child Helpline Cambodia	National	\$ 249 500	UNW	Grantee	No	Existing	Migrant women and girls
2	2,3	Institute of Politics and Governance (IPG, Philippines)	National	\$ 14 500	UNW	Grantee	Yes	Existing	Migrant women and girls
2	2,3	National Association for Sikolohiyang Pilipino (NASPI or National Association for Filipino Psychology)	National	\$ 10 000	UNW	Grantee	No	Existing	Migrant women and girls
2	2,3	Women's Aid Organisation (Malaysia)	National	\$ 49 946	UNW	Vendor	Yes	New	Migrant women and girls
2	2,3	Women's Legal and Human Rights Bureau (WLB, Philippines)	National	\$ 80 000	UNW	Grantee	Yes	Existing	Migrant women and girls
2	2,3	Women Orgnaization Network (WON, Myanmar)	National	\$ 150 000	UNW	Grantee	Yes	New	Migrant women and girls
2	2,3	Foundation for Labour and Employment Promotion (with subgrants to MAP Foundation, Thailand)	National	\$ 460 000	UNW	Grantee	Yes	Existing	Migrant women and girls
Output 2.4: Capacity of front-line service providers (health, social and criminal justice) to provide quality, coordinated services and collect and use data ethically to respond to the needs of women migrants experiencing violence and trafficking is enhanced.									
2	2,4	Center for Studies and Applied Sciences in Gender – Family - Women and Adolescents (CSAGA, Viet Nam)	National	\$ 3373	UNW	Vendor	Yes	Existing	Migrant women and girls
2	2,4	Institute of Politics and Governance (IPG, Philippines)	National	\$ 20 000	UNW	Vendor	Yes	Existing	Migrant women and girls
2	2,4	Women and Gender institute (WAGI) of Miriam College	National	\$ 22 400	UNW	Grantee	Yes	New	Migrant women and girls
2	2,4	Women and Gender institute (WAGI) of Miriam College	National	\$ 50 000	UNW	Vendor	Yes	New	Migrant women and girls
Specific Objective 3: Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved									
Output 3.1: Research, data and good practices on safe and fair labour migration for women, and violence that migrant women experience, are developed, shared and used to inform policy and programme development.									
3	3,1	Edge Effect (with subgrants to ASEAN SOGIE Caucus and Migrant Forum in Asia)	International	\$ 180 905	ILO	Implementing Partner (IP)	Yes	New	LGBTQI persons
3	3,1	Equality Institute	International	\$ 299 000	UNW	Vendor	Yes	Existing	Migrant women and girls

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO ¹	Total Award Amount (USD) ²	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement ³	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? ⁴	Is the CSO a new or existing partner? ⁵	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
3	3,1	Mekong Migration Network (MMN, Asian Migration Centre, with subgrants to Future Light Centre, Legal Support for Children and Women, Migrant Workers' Rights Network, and North-South Institute)	Regional	\$ 96 434	ILO	Implementing Partner (IP)	Yes	New	Migrant women and girls
Output 3.2: Capacity of relevant ministries and national statistic offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.									
3	3,2	Business for Social Responsibility (BSR)	International	\$ 80 000	UNW	Grantee	No	Existing	Migrant women and girls
3	3,2	Institute for Social Development Studies (ISDS, Viet Nam)	National	\$ 79 803	UNW	Grantee	Yes	Existing	Migrant women and girls
Output 3.3: Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking, and gender-based discrimination of women migrant workers.									
3	3,3	Project Liber8 (Malaysia)	National	\$ 63 464	ILO	Implementing Partner (IP)	Yes	Existing	Migrant women and girls
3	3,3	Centre for Domestic Employees (contracted through National Trades Union Congress, Singapore)	National	\$ 78 757	ILO	Implementing Partner (IP)	Yes	New	Migrant women and girls
3	3,3	PARA SA SINING (Philippines)	National	\$ 18 000	UNW	Vendor	Yes	Existing	Migrant women and girls
3	3,3	University of the Philippines College of Mass Communications	National	\$ 10 600	UNW	Vendor	Yes	New	Migrant women and girls
3	3,3	Winrock International (Implementing in Thailand)	International	\$ 2 000	UNW	Implementing Partner (IP)	Yes	Existing	Migrant women and girls
PROGRAMME MANAGEMENT COSTS (including pre-funding)									
			TOTAL AWARDS TO CSOs	\$ 3 414 681					

Annex D

Innovative, promising or good practices reporting

Title of the Innovative, Promising or Good Practice	1 - Digitizing Youth Engagement in Malaysia: Promising
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p>Safe and Fair engaged a CSO in Malaysia, Project Liber8, to implement a two-year public campaign (2019-2021) aimed at increasing knowledge and awareness on women's labour migration and contributions of women migrant workers to Malaysia. The public campaign known as 'Advoc8 on the Road (University Edition)' is targeted at <u>youth at universities and colleges</u> in Malaysia.</p> <p>With the COVID-19 pandemic, the work was amended to allow online workshops, in place of in person workshops. Liber8 adapted tools that were already developed for in-person workshops so that they are suitable for online settings. All activities are currently being implemented online.</p> <p>The public campaign adopts a multi-prong approach, reaching students online and offline (when not under lockdown measures) through workshops on women's labour migration and effective campaigning; through an online social media campaign on women's labour migration and VAWMW; and through the development of tools and IEC materials. Among tools and IEC materials that have been developed are toolkits used at student workshops, videos, social media postings and a chatbot to inform the public and migrant workers on issues related to VAW and VAWMW. Student workshops are implemented in close collaboration between Project Liber8 and various educational institutions in Malaysia.</p> <p><i>This relates to Spotlight Pillar 3 on Prevention, promoting gender-equitable social norms.</i></p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>Advoc8 on the Road (University Edition) aims to increase knowledge and awareness on women's labour migration and contributions of women migrant workers to Malaysia, a country of destination of women migrants. It aims ultimately to improve public attitudes towards women migrant workers and to build youth's capacity to advocate/campaign for the same. Young people have a greater potential for attitude and behavioural change and many of these youth groups will also be employers of women migrant workers in the future.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</p>	<p>Over the last few years, youth in Malaysia has been mobilizing for various social and political causes. In 2019, the Malaysian Parliament voted unanimously for a constitutional amendment to lower the voting age in Malaysia from 21 to 18 years old. This change is expected to turn youth into a key constituent, stakeholder and voter base in national policy-making.</p> <p>Safe and Fair's engagement with Project Liber8 leverages the momentum of youth movements in Malaysia to raise the collective consciousness among youths on the issue of women's labour migration, violence against women migrant workers and public attitudes towards women migrant workers to Malaysia. This project harnesses the energy of youth and empowers them to be the protagonists of change of attitudes towards women migrant workers.</p> <p>By digitizing the public campaign and using the various facets of online platforms, Project Liber8 engages youth in the space where they most likely seek/consume for information and where their own opinions may be shaped. By working closely with universities/colleges/schools, Project Liber8 is also engaging youth in a space that is safe for debate, exchange of opinions and challenging of harmful stereotypes.</p> <p>By digitizing the public campaign and using the various facets of online platforms, Project Liber8 engages youth in the space where they most likely seek/consume for information and where their own opinions may be shaped. By working closely with universities/colleges/schools, Project Liber8 is also engaging youth in a space that is safe for debate, exchange of opinions and challenging of harmful stereotypes. Students equipped with knowledge on women's labour migration through the Advoc8 On The Road (University Edition) are then encouraged to conduct multiplier campaigns of their own.</p> <p>Since the start of the campaign, the Advoc8 On The Road (University Edition) campaign has reached over 10,000 people. As more youths become engaged on the issue of women's labour migration and violence against women migrant workers and as knowledge of these issues increases, it is expected that youths will lead the way in improving the current negative attitudes in Malaysia towards migrant workers. Through SAF supported initiatives, the campaign reached 10474 through materials posted on online platforms and a further 311 through online workshops.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>To overcome the COVID-related challenge of restrictions of in-person student workshops, Project Liber8 adapted the toolkit for the digital space, changing and tweaking activities so they can be implemented online. Focus was also shifted to use social media platforms to raise awareness of the campaign and also provide information on women's labour migration (i.e. through simulation games) and postings on VAWMW (i.e. during 16 Days of Activism).</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Students and youth were targeted by this campaign with a view of youth being future employers of migrants. Results have so far indicated that students who participate in the campaign have better understanding of challenges faced by and contributions of women migrant workers in Malaysia.</p>

Adaptable (Optional) In what ways can this practice be adapted for future use?	The messaging and work can be adapted for future use in Malaysia as well as in other major countries of destination in the region, given the right youth-engaged partner.
Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?	As above, this can be replicated elsewhere, given the right youth-engaged partner.
Sustainable What is needed to make the practice sustainable?	Sustainability could be achieved through extended campaigning that builds the capacity of students and educators to implement the workshops on their own and to implement public campaigns on their own. A standardized curriculum could be used in universities.
Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?	Feedback from students indicated that they found it useful and informative. A FGD at the end of the campaign will be conducted to measure impact of the campaign.
Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.	bharathi@ilo.org foo@ilo.org

Title of the Innovative, Promising or Good Practice	2 - Shifting from Face-to-Face to Digital Service Provision: Good An integrated approach: increased access to quality services for everyone, everywhere
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)	<p>During the COVID-19 outbreak, migrant women affected by violence faced more difficulties in accessing essential services, including critical and life-saving health, psychosocial care, police and justice or social services, due to barriers such as language, availability, lack of information on available services or concerns for their migration status. Moreover, many services addressing violence have been closed or downscaled, due to the urgency to address COVID-19. Due to office closures, some service providers reverted to remote services using online and/or phone technologies, to which not all women migrant workers have access to. In addition, resources and priorities have been diverted to more traditional, immediate humanitarian responses (such as cash and food distribution), and away from gender-based violence services.</p> <p>An integrated approach to enhancing access to quality service provision was applied by SAF:</p> <ol style="list-style-type: none"> 1) Ensure that Hotline operators are enabled with updated skills and information on safe technology <p>Acknowledging the key role played by hotlines/helplines during COVID-19, being the “go to” front line service providers for women migrant workers experiencing violence during lockdowns and travel restrictions, Hotlines were prioritized by the programme.</p> <p>Helpline operators within and beyond the region (from Cambodia, Indonesia, Japan, Malaysia, Philippines, Singapore, Thailand, United States, Viet Nam) came together in a SAF webinar to share promising practices and common challenges in providing remote services both during COVID-19 and normal times. The lessons learned from the discussion were compiled into a technical brief on remote service provision and safe technology for women migrant workers at risk of or subjected to violence. The brief will be introduced to helpline operators in the region in 2021.</p> <p>Furthermore, helpline operators of the national 1300 VAW Hotline in Thailand deepened their knowledge on violence against women, understanding the unique challenges that could be faced by women migrant workers when they seek support and, more importantly on listening skills and providing referrals. During the training in Thailand, a new SAF produced training tool for hotlines was piloted. More trainings will follow across the region in 2021.</p> <ol style="list-style-type: none"> 2) Support shifting from face to face to digital service provision <p>The MRC partner HOME, in Singapore, shifted most casework operations to digital platforms early on in the pandemic. With SAF support, caseworkers were trained by HOME on “Remote Casework Management”, alongside trainings on how to handle civil claims for victims of abuse.</p> <p>Additionally, internet or mobile data/load allowance was provided to grassroots women representatives to allow them to keep in contact with women in their networks and provide support when needed.</p> <p>PERTIMIG (a domestic workers organization) in Malaysia did door-to-door training of some of its migrant domestic worker members on digital literacy, to make sure they knew how to remain connected with their peers and ask for help</p>

	<p>3) Update VAW service directories and disseminate them through social media and in COVID-19 prevention packages</p> <p>At the onset of the COVID-19 pandemic, a “Safety Planning for Violence against Women during the COVID-19 Pandemic” was produced by the programme, with essential and practical measures to consider on how to stay safe at home, in the community and the workplace, targeting women migrant workers. Considering many VAW specialised services were disrupted during the pandemic, updated VAW service directories/mapping identifying major hotlines in all countries in ASEAN were produced by the programme to be distributed together with the safety plan. The Safety Plan and service directories were translated into 8 languages (Burmese, Indonesia, Khmer, Lao, Shan, Tagalog, Thai, and Vietnamese) and have been widely distributed through social media by women’s networks, civil society organizations and face to face by quarantine centers, shelters for survivors of violence, migrant resource centers, government agencies and service providers , reaching more than 20,000 women migrant workers and their families. The Safety Plan and service directories were distributed to returnee women migrant workers as part of the PPE (Personal Protective Equipment) Kits in Indonesia, Myanmar, and Thailand by the Programme.</p> <p>Additionally, service directories were used by CSOs and women’s networks to enhance referrals and networking, especially cross-border.</p> <p><i>This relates to Spotlight Pillar 4 on Services, making high-quality essential services for survivors of violence available.</i></p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>SAF’s interventions aimed to:</p> <ol style="list-style-type: none"> 1) ensure EVAWG and labour migration services, including helplines and MRCs are available to provide quality services for survivors of violence during the COVID-19, especially under the travel restrictions; 2) strengthen the capacity of helpline operators, case managers, and other service providers to provide quality services for survivors of violence and women migrant workers in a sensitive manner and referrals; 3) enhance access to information on available services by women migrant workers
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>The immediate target group was service providers and the secondary target group was survivors of violence including women migrant workers who reach out to services to seek support.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</p>	<p>The concept of remote service provision through technologies such as helplines is not new. However, only a few resources address the specific needs of women migrant workers who have experienced violence. The intervention interlinked the issues of violence against women and labour migration and expanded the existing helplines to be able to provide support for women migrant workers safely and ethically.</p> <p>Additionally, social media groups operated by women’s networks and domestic worker associations served as platforms to post essential information, such as the service directories and the safety plan, to digitally share news and key labour migration and EVAWG information. SAF-supported platforms have proven essential, as workers are reporting cases of violence and abuse, and seeking help.</p> <p>Relatedly some workers do not have digital literacy or access to phones (as employers often confiscate them in the region). SAF continues to advocate for the right to communications, and did capacity building with women migrant workers so they can use online communication tools to connect with domestic worker organizations.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>Identifying good examples of pre-COVID remote service provision for women migrant workers was challenging. The technical brief (to be finalized in 2021) will be a guide for service providers on this particular topic in the future.</p> <p>During COVID, extra challenges included provision of services by those who may not have capacity to deal with survivors of violence, capacity to handle cases remotely, including using technologies, which are not safe, and third party language interpretation. SAF has worked throughout 2020 to build capacity of service providers through online and off-line trainings. When travel restrictions ease more fully, in-person trainings will likely be even more effective for this type of capacity building. Moreover, during COVID, updating service directories and adapting them to the needs of women migrant workers was particularly difficult, since many actors were either not available or did not have time to provide information. SAF successfully did it, leveraging the existing networks of CSOs and women organizations, including the CSO reference group.</p> <p>Furthermore, stereotypes of migrants as virus carriers and intersectional discrimination as migrants and women posed challenges in service providing organizations that normally only provide services to nationals/non-migrants. During the pandemic, SAF saw governments issue policies to encourage prioritisation of nationals over migrants in the issuance of emergency funds and other safety net and service provisions.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>The capacity of service providers has been strengthened. This is enabling them to provide life-saving services even in scenarios where their offices are closed and when women cannot leave their accommodation. The same front-liners will be prepared to respond to other emergencies, if needed, using the skills acquired during COVID-19.</p>

Adaptable (Optional) In what ways can this practice be adapted for future use?	The guidelines in the technical briefs could be adapted for future use as they include practical tips and principles to be used in quality service provision for women migrant workers survivors of violence. Service directories should be updated on a regular basis, and are definitely adaptable for future use
Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?	The capacity building (via webinars and briefs) could be applied to other regions/countries. Service directories are adaptable tools to different contexts.
Sustainable What is needed to make the practice sustainable?	The training tool piloted in Thailand with the 1300 hotline is available to all hotlines for self-learning, together with the brief. Further training or webinars could be organized to not only introduce the brief but also train operators to make sure the recommendations in the brief could be in place, thus building sustainable systems. The service directory is available online and could be easily updated at no cost.
Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?	The feedback from those who participated in the webinar on remote service provision was highly positive for both the webinar and the brief. Many organizations sent positive feedback on the usefulness of service directories and one organization volunteered to translate it into Shan, a local language spoken on the Myanmar- Thailand border, thus validating the relevance and usefulness of the tool. Women migrant workers showed a lot of interest in the service directories during an offline event organized in Thailand and pictures of them saving hotline numbers on their phones were captured (please refer to Photos submitted)
Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.	valentina.volpe@unwomen.org bharathi@ilo.org

Title of the SAF Promising or Good Practice	3 - #WomenOFWSCanDoIt Scholarship Programme: TVET Skills Training and Scholarships for Filipina Migrant Workers: Innovative
Description of the promising or good practice. (When did the activity begin? When will it be completed or is it ongoing?)	<p>Gender equality at work requires equal access to skills training opportunities and education that overcomes social norms that tend to prioritize boys and men's education, especially in higher remunerated work skilling. Better quality work and women's empowerment at work reduces chances they will experience violence.</p> <p>Started in December 2020, a pilot batch of 50 women were trained. The scholarships and skills training programme was publicly launched on 18 December. The work is ongoing and will be expanded in 2021 in terms of number of courses, TVET schools and scholars/trainees, targeting women migrant workers and families. Successful completion of a course results in the graduate getting a TESDA National Certificate, or a TESDA Training Certificate. These can be used in applying for tech-vocational jobs in the Philippines or abroad.</p> <p>Before the skills training, there is a built-in orientation, including on gender, VAW, women and migration. Supplemental/top up skills training is available for additional certifiable skills, crucially including soft skills. Additionally, after training, women migrants can avail of a soft skills camp for employment preparedness. This also includes assistance/referrals for jobs; starter kits/packages for livelihood, financial assistance, credit/financial access.</p> <p>The joint scholarship programme (#WomenOFWSCanDoIT) got institutional support of TESDA and NRCO with support of ILO and SAF. The programme is being jointly undertaken by SAF, with the ILO Women in STEM Programme; the Technical Education Skills Development Authority-National Capital Region (TESDA-NCR); and the OWWA-National Reintegration Center for OFWs (NRCO). Converges and optimizes the services of these agencies targeting women and women OFWs for skills training.</p> <p><i>This relates to Spotlight Pillar 3 on Prevention, by programming in formal education settings.</i></p>
Objective of the practice: What were the goals of the activity?	<ol style="list-style-type: none"> 1) To support, inspire and encourage young Filipina women and OFWs to invest in training and careers in technology, technology-enabled jobs of the future, and other fields of work; promote technology training among women in the Philippines and women OFWs (potential, returnees, onsite); 2) To expand job and skill opportunities for women OFWs, both abroad and in the Philippines; to increase access to skills training, assessment, recognition and certification; promote the upskilling, reskilling, job matching opportunities for women OFWs, including domestic workers; 3) To promote public-private partnerships in increasing skills and job opportunities for women and women OFWs, in STEM and other fields; 4) To strengthen partnership between TESDA, OWWA/NRCO, DTI and ILO and support the implementation of the TESDA-OWWA-DTI MOA; 5) To support the reintegration needs and options for OFW returnees, esp. women (including those displaced by COID pandemic); 6) To help change the attitudes of migrants and the public about women, and the jobs and development capacity, choices and options for women.

<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<ul style="list-style-type: none"> • Direct beneficiaries: <ul style="list-style-type: none"> -women OFWs (returnees, onsite/abroad, potential migrants), and/or their families; -domestic workers in the PHL and abroad; -OFWs displaced by or repatriated due to COVID. • Partner agencies/stakeholders: <ul style="list-style-type: none"> -Government (TESDA) – provide the TVET courses/modules, policies, procedures, institutional and funding support, scholarship vouchers; accredit schools who will conduct the courses; conduct competency assessment (of graduates) and issue the National Certification (NC) or Training Certification (TC); registry of scholars/graduates; -Government (OWWA/NRCO) – identify, contact, mobilize/invite women OFWs to avail of skills training/scholarships; promote and disseminate information; database of OFW returnees; provide post-training services, referrals, financial support, livelihood assistance; additional orientation courses on migration, reintegration; -Government (DTI, DA, DOST) – provide post-training support for livelihood/enterprise initiatives of the graduates; -Private sector TVET schools (Swiss IT, Fair Training Center, etc.) – conduct the TVET courses (have to be accredited by TESDA); -Employers (ECOP) – help promote and refer women to the skills training programme; provide post-training referrals for jobs, livelihoods; refer graduates to relevant employers/line industries; provide additional / top-up skills training (e.g. soft skills camp); -Local governments (esp. MRCs, Public Employment Services Office) – providing post-training support for job placements, livelihood; promote/ disseminate information and refer women to the skills training programme; -Migrant groups/federations; -CSOs – help promote, disseminate information about the scholarships/skills training; refer women OFWs for the training/scholarship; provide pre- and post or supplementary orientation trainings esp. on VAW, gender, women and migration principles/concepts.
<p>What makes this a promising or good practice? Identify distinguishing feature(s) that make this a promising or a good practice in the efforts to EVAWG, labour migration, and/or in the context of the UN reform.</p>	<p>A multitude of innovative features converge in this project, as it does the following:</p> <ul style="list-style-type: none"> • Brings together women and migrant programmes of ILO, OWWA/NRCO, ECOP, (later DTI); around skills development and recognition, and adds/ emphasizes gender equality and EVAW; • Links TVET skills development courses with pre-training and post-training support; • Values/soft skills orientation and ‘top-up’ skills; • Provides effective and systematic COVID response strategy and reintegration preparedness plan. The online training can be taken while still abroad in preparation for return to the Philippines. If suddenly repatriated due to COVID, a migrant will find one-stop desks (OWWA/NRCO, TESDA; also DFA, LGUs) at entry points which gather contact information and intentions/plans of the returnee. This forms the database of contacts which #WOCDI reaches out to in order to advise them of available courses, scholarships, skills development options and services. <p>From 2021 the scholarship programme:</p> <ul style="list-style-type: none"> • Will be linked to jobs referrals/livelihood training/industry links through the Employers Confederation of the Philippines (ECOP); • Will link graduates via referrals with Department of Trade and Industry (DTI), Dept of Agriculture (DA), Dept. of Science and Technology (DOST). esp. if skills gained are on livelihood, online business, tech-based production/processing of goods; • Will be linked to Reintegration Advisor and the Philippines Virtual MRC; • Will be linked to LGUs operating in-person MRCs throughout the Philippines; • Will continue to promote gender equality and EVAW in selection of trainees as well as in the courses themselves.
<p>What challenges were encountered and how were they overcome?</p>	<p>At the start ILO, NRCO, TESDA had separate skills, reintegration, livelihood projects and services that they provided. The challenge was how to bring these together to benefit women, esp. women OFWs, returnees or their families. This was coupled with COVID restrictions making it very hard to reach out to target women, as well as to process applications. The restrictions also made it difficult for women to submit requirements to enrol in the courses, to avail of scholarships, and to attend the courses. Some women had difficulties with internet-capable devices and/or internet connection; several women OFWs initially interested but did not pursue enrolment due to these problems.</p> <p>SAF needed to migrate most trainings onto online and/or blended platforms, but some courses (which need physical presence and assessment – e.g. cooking) could not be included in the online courses.</p> <p>SAF and partners found an opportunity in that OWWA, TESDA have airport OFW desks and a database of returnees. This list was shared and SAF used this as list of returnees to contact and invite to avail of the scholarship.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Of the more than 1,500 migrant women returnees that SAF reached out to in the TESDA/OWWA database, more than 240 expressed interest in improving their job skills. 50 women OFWs (maximum number possible during the pilot) enrolled and graduated in December 2020. Women graduates got National Certificates (NC). Graduates have also acquired soft skills and access to post-training services will be made available in the coming months esp. through NRCO.</p> <p>Skills development and certification results in empowering women, enabling them access to decent jobs, supporting prevention of violence against women (VAW). With higher levels of skills, women migrant workers have more negotiating power and a better market position, making them less dependent on brokers and potentially abusive employers, some of whom can turn out to be traffickers in the worst situations.</p>

Adaptable (Optional): In what ways can this practice be adapted for future use?	The online, blended courses can be maintained, which allows for easy adaptation to other places and times. However, course modules and trainers need to be constantly reviewed, upgraded, improved.
Replicable/Scale-Up (Optional): What are the possibilities of extending this practice more widely?	Offerings will be expanded and regularized 2021 onwards, targeting around 10 course offerings. About 300 women graduate in 2021, and the number of TVET schools (accredited by TESDA and conducting the actual trainings) will be increased. Post-training services/pathways need to be developed by ILO, NRCO, ECOP, and DTI partners. Graduates need to be linked/referred to local governments (through MRCs, Public Employment Services Office/PESO) and employers. SAF's plan is to do a yearly opening and launch of the annual scholarship programme, detailing and promoting courses offered for the year and how many slots available, perhaps in March/women's month each year. Replication is possible in key regions of SAF Philippines – e.g. Region 7 (Central Visayas), Region 6 (Western Visayas), Mindanao regions.
Sustainable What is needed to make the practice sustainable?	The lessons from the pilot batch will help build the system and procedures for sustained programming from 2021 onwards. The schools need to be trained and oriented further on gender, migration and VAW. Finally, online communities of practice (CoP) of scholars/graduates of the #WOMENOFWSCANDOIT programme will enhance longevity and interest in the programme.
Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?	No; just started pilot batch
Additional details and contact information: Are there any other details that are important to know about the promising or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos	<ul style="list-style-type: none"> • Video testimony – woman OFW (graduate scholar) in Saudi - Norjana; • Message of commitment (video during launch of scholarship programme, 18 Dec 2020) – TESDA Director General Lapena; NRCO Director Roel Martin <p>bharathi@ilo.org varona@ilo.org</p>

Title of the SAF Promising or Good Practice	4- National Campaign: Babaeng Biya(hero) (Woman Voyager Hero): Promising
Description of the promising or good practice. (When did the activity begin? When will it be completed or is it ongoing?)	<p>Babaeng BiyaHero is a national campaign launched by SAF in the Philippines. Babaeng BiyaHero (Woman Voyager and Hero) is a play on the term 'biyahe', meaning 'journey', and 'hero', which migrant workers are often regarded as. The entire migrant experience is taken as a journey, with the overseas Filipina worker (OFW) as the main protagonist – or hero – in her own story. The Babaeng BiyaHero Campaign recognizes women migrant workers' inherent right and capacity to promote their voice, choice, and agency. It is a public awareness campaign which aims to support the Babaeng BiyaHeroes' fight against VAW. It seeks to contribute towards the achievement of a safe and fair migration experience for women.</p> <p>This is an on-going campaign launched by the programme in the Philippines. It started in 2019 on 25 November and, in 2020, was complemented by the Babaeng BiyaHero Celebrity Champion with actress, TV host, and endorser Maine Mendoza. Through the collaboration with Philippines influencers, SAF launched Safe and Fair Babaeng Biya(hero) social media postings with Speaker quotes, including the influencers, who acted as advocates of the Babaeng BiyaHero campaign. The Safe and Fair Babaeng Biya(hero) social media posts reached (3,189,262) social media users.</p> <p>The campaign effort resulted in a total number of media reports of 3 prints, 16 online news pieces, 5 blogs and 33 social media posts, reaching an estimated 69,718,977 audience, thus ensuring maximum visibility to the Spotlight Initiative. (Please note that this is an estimated count of reach and impressions through social media and mass media. The estimated audience reach is calculated based on social media analytics and print circulations and thus not included in SAF logframe).</p> <p><i>This relates to Spotlight Pillar 3 on Prevention, promoting gender-equitable social norms, attitudes and behaviours.</i></p>

<p>Objective of the practice: What were the goals of the activity?</p>	<p>Babaeng BiyaHero aims to leverage the SAF programme and Spotlight Initiative and promote public discussion around the issue of violence against women migrant workers. In the process, the campaign calls for action (in the area of policy formulation and implementation, coordinated quality services, systematic data collection and management). In various interventions undertaken by the programme in the Philippines, attitudes and perceptions of key stakeholders both policymakers and frontline service providers show the need for continued discussion in applying in practice what survivor-centered means, as well as approaches and services that should be empowering and effective for women migrant workers (in line with voice, choice, and agency). The call for action is also for all stakeholders to do their part (report, refer services, etc.) to respond and prevent VAWMW.</p> <p>The Babaeng BiyaHero Campaign seeks to increase awareness on the rights and migration concerns of women overseas Filipino Workers (OFWs). Through its media programme, networks, educational platforms, and helpdesk, it aims to make Filipina OFWs familiar with available essential services and ways to access these services, and to empower Filipina OFWs by strengthening support from government, non-government institutions and civil society, as well as from their families back home. The Campaign's goal is to educate and enable the general public to be more vigilant on the safety and protection of women OFWs.</p> <p>The campaign supports women OFWs through:</p> <ul style="list-style-type: none"> • Disseminating relevant and valid information on safe and fair migration through its various social media platforms (Babaeng BiyaHero Facebook, Instagram, Twitter), and its website, babaengbiyahero.info; • Referring OFW concerns to relevant government/non-government agencies through the messaging component of its Babaeng BiyaHero Facebook page and messenger groups, and through the built-in reporting component within the Babaeng BiyaHero website; • Opening spaces for discussion and interaction for women OFWs and relevant government/non-government agencies to foster rapport and a healthy exchange of ideas for the improvement of services and support. This has been carried out through roundtable discussions on coordinated quality services, and online through the Babaeng BiyaHero Facebook Live series; • Providing psychosocial support through the Safe and Fair Psychosocial Task Force and the Babaeng BiyaHero hotline; and • Establishing on-ground support through the 'May I Help You?' corner kiosk at the airport in Manila.
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>The main target group is the women migrant workers and communities especially as the campaign widens information dissemination on essential services and other programs and support available to them' as well as providing them with a platform to share their stories, and their own ideas and recommendations to strengthen the prevention of and response to VAWMWs.</p> <p>The WMWs who attended the SAF activities and shared their stories shaped and informed the messaging of the campaign. A Safe and Fair PHL Campaigns Taskforce was created in June 2019. The Task Force consists of members from the National Project Advisory Committee (NPAC) which represent different stakeholders from the government, private sector, labour unions, and CSOs working on labour migration, violence against women, and services delivery. However, their participation has been limited in 2020 due to the pandemic.</p>
<p>What makes this a promising or good practice? Identify distinguishing feature(s) that make this a promising or a good practice in the efforts to EVAWG, labour migration, and/or in the context of the UN reform.</p>	<p>This is a promising practice – developing a local or national campaign plan in the Philippines is seen to have contributed not only to the visibility of the Safe and Fair programme but in promoting norms change around violence against women migrant workers and definitely disseminating information on safe and fair migration.</p> <p>In the country, programmes on migration are not new, being one of the major countries of origin for women migrant workers. . National stakeholders have long been actively raising the issue of safe and fair migration, often from a labour migration lens – hence the need of putting the issue of violence against women migrant workers, as well as empowering perspectives anchored on voice, choice, agency under 'spotlight' from the public.</p> <p>This campaign uses local, relatable, easier to recall messaging since the target is mainly women migrant workers and their communities and is supported by celebrity Maine Mendoza, a popular Filipina actress, television host, and model who has a huge fan base in the Filipino migrant community, as well as an even bigger following on social media. The campaign has been able to harness her social media reach, and capitalize on her influence so that Filipina migrant workers, and their families back home, will be better informed on their human rights and the essential services that should be made available to them. The campaign opens a space for dialogue between women migrant workers and national stakeholders, thus giving women migrant workers the possibility to influence labour migration and VAW policies. Moreover, the campaign also offers the possibility for women interact with their peers and to access services through the main page.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>The participation of the SAF TF on campaigns have been limited in the year 2020, due to COVID. The individual members (representatives of organizations) have been part of different campaign events. TF regular meetings will be further strengthened in the next year (2021).</p>

Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?	<p>The two FB live series have earned outstanding mileage. The first Babaeng BiyaHero web series successfully launched “Kuwentong OFW: Mga Babaeng Biya(hero) sa Panahon ng COVID-19” or “OFW Stories: Women Voyager Heroes in the Time of COVID- 19.” The event was highly interactive with more than 800 comments posted; as of 6 July garnered 187 shares and 11,000 views, reaching about 70,000 Facebook users, with more around 8,000 engagements. The 2nd and 3rd FB live on 25 Nov reached more than 170,000 people, and on 18 Dec, 100,000. (See Output 3.3).</p> <p>The large-scale reach implies that the issues of VAWMWs are being publicly discussed aligned with empowering views of WMWs, as well as the need to ensure that all stakeholders are engaged in addressing VAWMWs. With such strong following, the commitment from state actors and institutions, and other stakeholders will be further galvanized. The commitment of the airport authorities to co-sponsor the installation and maintenance of the Babaeng BiyaHero ‘May I Help You?’ kiosks were in part due to the influence of the celebrity and the opportunity to showcase their contribution as well in providing services for women migrant workers.</p>
Adaptable (Optional): In what ways can this practice be adapted for future use?	This campaign’s principles of wide stakeholders, high profile celebrities, and digital engagement coupled with practical use to migrants through the ‘May I Help You?’ kiosks are all elements which can be learned from and adapted for future use in the Philippines and elsewhere.
Replicable/Scale-Up (Optional): What are the possibilities of extending this practice more widely?	This campaign was huge. Getting any bigger in the Philippines is probably not possible, but replicability elsewhere would be possible with the right elements in place – per the ‘Adaptable’ box above.
Sustainable What is needed to make the practice sustainable?	One of the strategies of the campaign is to engage the Gender and Development Committees especially of migration agencies. There is potential for the campaign to be adopted and continued institutionally by these agencies.
Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?	
Additional details and contact information: Are there any other details that are important to know about the promising or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos	valentina.volpe@unwomen.org charisse.jordan@unwomen.org varona@ilo.org bharathi@ilo.org

Title of the Innovative, Promising or Good Practice	5- Gender sensitive and inclusive COVID-19 response plans: Promising
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p>In line with the ASEAN Community Vision 2025 of caring societies, advocating for the development of gender sensitive and inclusive COVID-19 response plans has been SAF’s approach since the onset of the pandemic.</p> <p>In Indonesia, upon request from the Indonesian Ministry of Women Empowerment and Child Protection (MOWECP), the programme supported the development of</p> <ol style="list-style-type: none"> 1) Guidelines for the Protection of Women Migrant Workers during COVID-19 2) Protocol for Handling Cases of GBV and Trafficking of Women Migrant Workers during COVID-19 <p>complementing the existing MOWECP Guidelines of Protection of Women and Child Rights in Humanitarian Situation. The Protocol is the first of its kind in ASEAN and aims to provide practical guidelines for service providers to better coordinate and support women including women migrant workers abroad, who have experienced violence and trafficking during the pandemic.</p> <p>“Protecting the rights of migrant workers, especially women migrant workers, is our collective responsibility.” H.E. I Gusti Ayu Bintang Darmawati, Minister of Women’s Empowerment and Child Protection. “Most of the women migrant workers work abroad because they are the family breadwinners. Protecting the rights of women migrant workers means protecting their family’s livelihood, including their children. This is the reason we developed the guidelines for the protection of Indonesian women migrant workers and the prevention of human trafficking during the COVID-19 pandemic.”</p> <p>The guideline and protocol emphasize the importance of a survivor-based approach that empowers survivors and puts them as the main subject of the services. It also aims to serve as references for the government, service providers, community-based organizations or consular services to ensure more coordinated quality services and to better support women migrant workers throughout the migration cycle, especially during the pandemic.</p> <p><i>This relates to Spotlight Pillar 4 on Services, making high-quality essential services for survivors of violence available.</i></p>

Objective of the practice: What were the goals of the activity?	The aim of the protocol is to increase protection for Indonesian women migrant workers and their family members during the COVID-19 pandemic. The specific goals are: 1) Providing a guideline for providing comprehensive services to Indonesian women survivors of violence abroad, by taking into account their vulnerabilities and specific needs during the pandemic, complying with the health protocol during the pandemic. 2) Providing a guideline for handling cases of Indonesian women migrant workers who are exposed to and affected by COVID-19 socially, economically and to address their vulnerability to GBV and trafficking. 3) Providing a guideline that can serve as a reference for ministries/agencies, including consular offices and service providers at national and local levels
Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.	These policy documents establish standard operating procedures for the handling of cases across government agencies from different sectors, including embassies and consular offices, but also CSOs and placement companies at national and local level, particularly those who provide services for migrant workers and their families.
What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.	Protocol and guidelines provide a framework for duty bearers and rights holders working in the labour migration, trafficking and women's rights (including EAWG) to integrate gender- and migration- responsive measures, survivor-centred approaches and referral pathways into their services during the pandemic.
What challenges were encountered and how were they overcome?	The process of developing the protocol was quite challenging: 1) At the beginning of the process there was very limited awareness on the urgency of keeping quality services available for women migrant workers who are subject to VAW and trafficking during the pandemic 2) Throughout the process, gender insensitive attitudes were shown by some national stakeholders questioning the importance of gender responsive COVID-19 response plans, and of specific policies for women migrant workers. SAF addressed these challenges by providing explanation and evidence on why gender responsive policies are important for achieving greater impact. The programme brought human-interest stories as evidence of the emerging needs of women migrant workers during the pandemic.
Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?	The protocol and guidelines have been used by several organizations, including CSOs (Women Crisis Centres) in providing services to women migrant workers and advocating for women migrant workers' rights during COVID-19. Some CSOs, such as Mawar Balqis, Sapa Institute and Pasundan Durebang, along with their women networks at community level, updated their internal Protocol/SOP in providing services by referring to these documents. They are now able to provide services to women migrant community by following the updated Protocol without fear of virus transmission and using standardized referral pathways.
Adaptable (Optional) In what ways can this practice be adapted for future use?	Protocol and guidelines were developed to respond to the COVID-19 pandemic. Nevertheless, the same can be adapted to normal settings integrating a humanitarian/development nexus approach, since the specific needs of women migrant workers remain. Protocol and guidelines are an opportunity for further work with the same actors, since COVID showed that coordination is possible.
Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?	The Protocol is being adapted to the Viet Nam context. Through the SAF programme, the Indonesian protocol was presented in international and regional fora and as a result, the Ministry of Foreign Affairs in Viet Nam has officially requested SAF's support in adapting the Protocol to the Vietnamese context. There is potential for scale up to other countries in the region
Sustainable What is needed to make the practice sustainable?	For this initiative to be sustained, ongoing advocacy and socialization need to be conducted. SAF will conduct a series of webinar to socialize and encourage its adoption among relevant stakeholders by providing technical support and specific sessions for coaching.
Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?	Vincent Picket, Ambassador of the European Union to Indonesia said, "It is now more important than ever to ensure that women migrant workers' rights are protected and they receive support when and where they need it. The EU is pleased to promote the development of the guideline and protocol for the protection of women migrant workers during COVID-19. We believe it will provide effective references and guidance for multi-stakeholders in ensuring gender responsive services to women migrant workers, including those who are subjected to violence and trafficking."
Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.	valentina.volpe@unwomen.org nunik.nurjanah@unwomen.org

Title of the SAF Promising or Good Practice	6- Advocacy and multi stakeholder technical inputs that Enhanced Gender Aspects of the Law on Contract-Based Overseas Workers: Combining Expert Technical Inputs with an Inclusive Law Revision Process: Good
<p>Description of the promising or good practice. (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p>In Viet Nam, the programme adopted multi stakeholder technical inputs, joint advocacy approach towards the amendment of the law process. Through continued advocacy going hand in hand with technical inputs by the programme and other stakeholders, mutually reinforcing rights of women migrant workers, helped in strengthening gender equality in the Law on Contract-Based Overseas Workers started in late 2019. A sequence of interventions were foreseen to follow important milestones of the Law revision process, with key political moments and allies.</p> <p>The advocacy ended in Sept 2020, and the Law was approved in December 2020, with significant changes benefitting women migrant workers for years to come including:</p> <ul style="list-style-type: none"> • the ability for migrant workers to unilaterally liquidate contracts in situations of threat, sexual harassment, maltreatment or forced labour; • the removal of the obligation for migrant workers to pay brokerage commissions; • definitions of discrimination and forced labour, and • a provision for legal aid in cases of abuse, violence or discrimination whilst working abroad (See also Outputs below). <p><i>This relates to Spotlight Pillar 1 on Laws and Policies to prevent violence, discrimination and address impunity.</i></p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The goal of the advocacy work accompanying the technical inputs was to have policies in the revised Law addressing gendered barriers for women migrant workers to safe and fair labour migration, including policies on prevention and respond to VAWMW, as well as principle to enable gender responsive sub-law instrument development.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<ul style="list-style-type: none"> • All women migrant workers, especially those who will go to work abroad on contracts. • Government and non-government stakeholders, for better understanding of what gender responsive labour migration legislation entails and how it can be materialized in Vietnamese legislation and context. The awareness will facilitate gender responsive implementation and monitoring of the outcomes of the Law implementation.
<p>What makes this a promising or good practice? Identify distinguishing feature(s) that make this a promising or a good practice in the efforts to EVAWG, labour migration, and/or in the context of the UN reform.</p>	<p>The context of ONE UN Reform, under which SAF operates, created opportunities and leverage for the influence and impacts for this advocacy work. With UN Women and ILO strengths in partnering with different key stakeholders, Safe and Fair has made full use of each agency's strengths and network, to be able to concert the activities with various actors at different moments of the Law revision process. Specifically, UN Women partnered with the mass organization Viet Nam Women's Union and with gender experts in presenting strong voice, and social feedback on gender issues in labour migration, ILO worked intensively with its government counterpart and the policy owner (DOLAB – MOLISA), VWU, National Assembly, CSOs to create an inclusive process where voices of various actors especially women migrant workers are considered for the Law revision. ILO's Law 72 Project was also lobbying for change, and SAF contributed a strong focus on women, VAW and, ILO C190 to the ILO's lobbying efforts. SAF also undertook a research (Listening to the voice of women migrant workers. Strengthening gender in Law on Vietnamese workers working abroad on contract) on the implementation of the law which was shared with and much appreciated by members of the National Assembly in bringing voices of women migrant workers to the law revision process. SAF also joined ILO specialists in providing technical inputs to the law's corresponding Gender Mainstreaming Report, which is a legally mandated and essential part of the law reform process in Viet Nam.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>The COVID-19 outbreak resulted in some advocacy activities not being possible. For instance, local consultations had been planned in one province, but were only conducted in one province. Nonetheless, through the efforts mentioned above steady improvements of the draft versions of the Law were made along the process of formal legislation revision.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Outputs: 6 out of 9 advocacy recommendations proposed by SAF (over repeated versions of the law) were addressed in the final approved law document making the law more gender sensitive. This has been evidenced in inclusion of important provisions in the approved law document, for example, clarity of the responsibilities of service enterprises both in prevention of violence and harassment against women migrant workers (through providing gender responsive pre-departure trainings, and compulsory contents of labour supply, employment contracts) and response to violence and harassment against them (through the new policy on the accountability of service enterprise to provide legal aids to women and men subject to violence and harassment) which is critical for realizing rights of women migrant workers to decent work as well as safe and fair migration.</p>
<p>Adaptable (Optional) In what ways can this practice be adapted for future use?</p>	<p>In the context of COVID 19, the ongoing advocacy plan related to sub-law instruments should be flexible to reflect the evolving pandemic situation. As such, creative advocacy approaches should be adopted when supporting the preparation of the instruments to guide the implementation of Law 68.</p>

<p>Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?</p>	<p>The following are principles that can be replicated in similar advocacy:</p> <ul style="list-style-type: none"> - UN synergies were important. There was a close collaboration between UN Women and ILO during the process of amendment of the Law 72 to ensure joint advocacy efforts. - Strategic partnership with local organisations: ILO and UN Women partnered with Viet Nam Women's Union, National Assembly academia, and women's CSOs and gender experts in presenting strong voice, and creating coherent social dialogues on gender issues in labour migration. - Consistent advocacy messages. Informed by a comprehensive policy brief on mainstreaming gender aspects into the amendment of the Law 72, which was developed through a consultative process, SAF, initiated strategic dialogues with important lawmakers and influencers to promote accountability of different actors engaged in labour migration on preventing discrimination and violence against women migrant workers.
<p>Sustainable What is needed to make the practice sustainable?</p>	<p>SAF's work is an important achievement in making the Law more gender responsive. However, the new policies in the revised Law can only bring the differences for women migrant workers if the implementation is well enforced. SAF will continue to provide leading technical support to prepare sub-law documents to guide the implementation of the approved Law to extend these policies into reality in labour migration practices, which include awareness raising about gender equality, women's empowerment, VAWMW, rights-based and survivor-centred response to cases of VAWMW.</p>
<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	
<p>Additional details and contact information: Are there any other details that are important to know about the promising or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos</p>	<p>bharathi@ilo.org pham.lam@unwomen.org</p>



Spotlight Initiative

