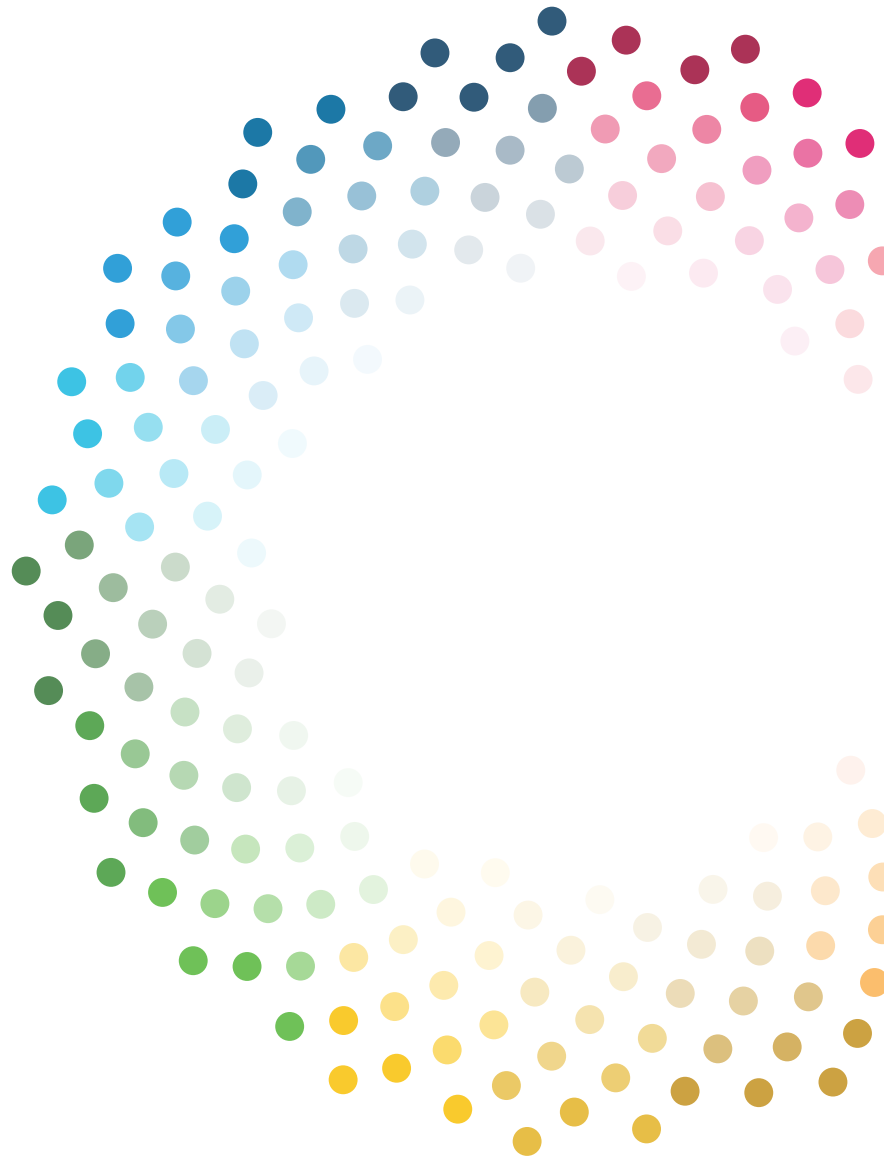


**Spotlight
Initiative**

*To eliminate violence
against women and girls*



South-East Asia/ASEAN Region

Annual Narrative Progress Report

01 January 2019 – 31 December 2019

Initiated by the European Union and the United Nations:



Programme Title & Programme Number	Country, Locality(s), Priority Area(s)/ Strategic Results ¹ (if applicable)
<p>Programme Title: Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region</p> <p>MPTF Office Project Reference Number:² 108309</p>	<p>Country/Region: South-East Asia/ASEAN region</p> <p>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.</p>
Recipient Organization(s)	Priority area(s)/Strategic results:
<p>International Labour Organization United Nations Entity for Gender Equality and the Empowerment of Women (UNWOMEN)</p>	<p>Ending violence against women migrant workers through strengthening labour migration governance, law reform, improved skills of and services to women migrant workers, changing social norms, empowering women, and strengthening women's organizing in unions/associations/networks, strengthening data and evidence collection and providing visibility to the issue of violence and trafficking in migration cycle.</p>

¹ Strategic Results, as formulated in the UN Planning Framework (e.g. UNDAF) and Spotlight Country/Regional Programme Document

² 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](#).

Programme Cost (US\$)

Total approved budget as per Spotlight Country/ Regional Programme Document (rounded up): Spotlight funding³: *by agency*

ILO: \$16,648,833

UNW: \$13,351,167

Agency Contribution *by Agency*:

ILO	\$314,707
UN WOMEN	\$314,706

**TOTAL: \$30,000,000
(rounded up)**

Partners

National counterparts (government, private, NGOs & others) and other international organizations

See Partnerships section of report

Start Date

01.01.2018

End Date

31.12.2022

**Programme Assessment/Review/
Mid-Term Evaluation**

Assessment/Review

if applicable (please attach)

☐ Yes ☒ No

Mid-Term Evaluation Report

if applicable (please attach)

☐ Yes ☒ No

Report submitted by: Coordination Officer and Technical Coherence Officer

Name: Panudda Boonpala

Title: Deputy Regional Director, ILO ROAP

e-mail address: boonpala@ilo.org

Name: Deepa Bharathi

Title: Chief Technical Advisor, Safe and Fair Programme

e-mail address: bharathi@ilo.org

³ The Spotlight Contribution refers to the amount transferred to the Recipient UN Organizations, which is available on the [MPTF Office GATEWAY](#)

List of Acronyms and Abbreviations

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
ADB	Asian Development Bank
AFML	ASEAN Forum on Migrant Labour
AMMPO	Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas (Philippines)
APFSD	Asia-Pacific Forum on Sustainable Development
ASEAN	Association of Southeast Asian Nations
BMI	Garda Buruh Migran Indonesia
CATC	Common ASEAN Tourism Curriculum
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
COVID-19	coronavirus disease 2019
CSO	civil society organization
DOLAB	Department of Overseas Labour (Viet Nam)
EROPA	Eastern Regional Organization for Public Administration
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)
IAC-MOF	Inter-Agency Committee of Month of Overseas Filipinos
IACAT	Inter-Agency Council Against Trafficking (Philippines)
IEC	Information, education and communication
IDWF	International Domestic Workers' Federation
ILMS	International Labour Migration Statistics
ILO	International Labour Organization
IOM	International Organization for Migration
JBM	Jaringan Buruh Migran (Indonesia)
Law 72	Law on Sending Vietnamese Contract-Based Workers Abroad, 2007 (Viet Nam)
LTSA	One Stop Integrated Services Government Office (Indonesia)
MEF	Malaysian Employers Federation
MOLE-	Ministry of Labor and Employment of the Bangsamoro
BARMM	Autonomous Region in Muslim Mindanao (Philippines)

MOEAF	Myanmar Overseas Employment Agency Federation
MOLIP	Ministry of Labour, Immigration and Population (Myanmar)
MOM	Ministry of Manpower (Indonesia)
MRA	Mutual Recognition Arrangement
MRC	Migrant Worker Resource Centre
MTUC	Malaysian Trades Union Congress
NAP	National Action Plan
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
OSH	Occupational safety and health
P2TP2A	Integrated Service for Women Empowerment and Protection (Indonesia)
PASPI	National Association for Sikolohiyang Pilipino (Philippines)
PDOLVT	Provincial Department of Labour and Vocational Training (Cambodia)
PERTIM	Persatuan PRT Indonesia-Migran (Malaysia)
PPSW	Pusat Pengembangan Sumberdaya Wanita (Indonesia)
RPAC	Regional Programme Advisory Committee
RPL	recognition of prior learning
SBMI	Serikat Buruh Migran Indonesia
SDG	Sustainable Development Goal
SOGIESC	Sexual orientation, gender identity and expression, and sex characteristics
SOP	Standard Operation Procedure
SOPAC	Standard Operating Procedure for Apprenticeship in Cambodia
TVET	technical and vocational education and training
UNCT	United Nations Country Team
UNESCAP	United Nations Economic and Social Commission for Asia and the Pacific
UNITED	United Domestic Workers of the Philippines
UNODC	United Nations Office on Drugs and Crime
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
WASH	Water, sanitation, and hygiene



Safe and Fair: Realizing women migrant workers' rights and opportunities in the Association of Southeast Asian Nations (ASEAN) region is part of the Spotlight Initiative to eliminate violence against women and girls, a global, multi-year initiative between the European Union (EU) and the United Nations (UN). Safe and Fair is implemented through a partnership between the ILO and UN Women (in collaboration with UNODC) with the overriding objective of ensuring that labour migration is safe and fair for all women in the ASEAN region. ©Photo: UN Women/Younghwa Choi

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Executive summary

This report is for reporting progress on the five-year European Union (EU)-funded Spotlight Initiative Safe and Fair programme (henceforth referred to as SAF) for the year 2019. The results and updates in this report cover the period January–December 2019

Key results – Spotlight implementation in the Association of Southeast Asian Nations (ASEAN) region (2019)

Highlights

- **Law reform:** Enhanced quality through technical support to **19** legal and policy instruments ranging from labour migration regulations to national ending violence against women (EVAW) action plans and draft legislation on domestic work, with inputs provided so that they are gender-responsive and survivor-centred⁴. Additionally, SAF supported the development of **1** national protocol addressing trafficking⁵ and the drafting of **2** local level standard operating procedures (SOPs) on ending violence against women, including women migrant workers.
- **Capacity building:** Delivered training on women migrant workers' rights and skills, and on coordinated quality service provision to address violence against women migrant workers, thereby enhancing the capacities of **2,081** persons from:

4 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 20 laws and policies. This includes 17 total from SAF indicator 1.1.1, and one adopted law reported in SAF 2.1.1, as well as two laws in process under 2.1 work (see SAF 2.1).

5 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 frameworks on VAWG/HP 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 both final National Action Plans (NAPs) per SAF Indicator 2.1.2, but also draft NAPs. Thus to Spotlight Indicator 1.2.1, SAF reports eight adopted and draft NAPs (see SAF 2.1). Further, per Spotlight Indicator 4.1.9, the related SAF proportion is 1 of 10 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.

- front-line service providers;
- women's rights organizations;
- domestic worker organizations;
- migrant organizations;
- autonomous social movements and CSOs, including those representing groups facing multiple and intersecting forms of discrimination; and
- government departments.

These include 1,247 government service providers, who now have increased knowledge and capacities to deliver quality and coordinated essential services to women survivors of violence⁶. These also include 281 representatives of women's rights organizations and groups representing those facing multiple and intersecting forms of discrimination, who now have increased knowledge and capacities to deliver quality and coordinated essential services to women survivors of violence and to better integrate violence against women and girls (VAWG) response into sexual and reproductive health, education and migration services.

- **Organizing and networking:** Organized **235** women migrant workers into workers' unions and associations or as peer networks/community advocacy platforms, and facilitated the formation of **1** new migrant domestic workers' network, so that women could access information to demand their rights and promote gender equitable norms, reducing the risks of poor and exploitative working conditions, trafficking and violence⁷.
- **Service and information provision:** Provided **8,687** women migrants with increased knowledge of and access to support initiatives, including psychosocial, health, social or legal services; information on safe and fair migration; and skills certification⁸.

6 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 1,101 government officials under SAF Indicator 2.4.2 (Spotlight Indicator 4.1.4), and 226 government officials under SAF Indicator 1.2.1 (Spotlight Indicator 4.1.6).

7 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.

8 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

- **Research and data:** Produced and disseminated **20** knowledge products to inform evidence-based decision-making⁹, and a further **17** knowledge products or laws were translated into either national languages or English.
- **Changing knowledge and attitudes:** Reached **1,276,471** members of the public through public outreach initiatives¹⁰ and seven campaigns to change knowledge, attitudes and behaviours towards women migrant workers, including harmful social norms and gender stereotyping and violence against women migrant workers¹¹.
- **CSO engagement:** Engaged with **67** civil society organizations (CSOs)¹² throughout ASEAN, including providing financial support to **19** CSOs to enhance peer networking and service provision¹³. Within this engagement, SAF supported CSOs and women migrant workers to advocate for progress on ending violence against women and girls, and supported dialogues among CSOs and decision makers¹⁴.

The programme harnessed notable events to shine a spotlight on the issue of violence faced by women migrant workers, on trafficking and on the EU-funded Spotlight Initiative Safe and Fair programme itself. In 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 initiatives in 2019. The results are clustered under the following headings, which span across the programme's three objectives:

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.

1. Legal frameworks and policies;
2. Capacity building for law development and implementation of coordinated quality service provision;
3. Strengthening women's leadership, organizing and peer networking;
4. Creating evidence and knowledge for policy and services (includes data collection);
5. Shifting attitudes and behaviours;
6. Engagement of women migrant workers and CSOs (including women's movements and migrant worker movements)

Legal frameworks and policies

During the reporting period, SAF provided technical support to Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, and Viet Nam, each of which is in the process of developing or revising laws, policies and/or regulations on labour migration or ending violence against women. SAF technical support aimed to ensure the concerns of women migrant workers are reflected in these laws, policies and regulations.

SAF is also working with the Government of Thailand to explore strengthening laws covering sexual harassment at work. In Malaysia, SAF led (on behalf of the UN Gender Results Group) the development of a strategy paper on Sustainable Development Goal (SDG) 5 related to violence against women and sexual and reproductive health rights; as well as a second strategy paper on labour migration. Both strategy papers are feeding into the 12th Malaysia Plan (2021–2025). Stronger legislative and policy frameworks on migration and violence against women 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.

In countries that are focused on implementing existing frameworks on labour migration and violence, SAF provided technical support/contributions to ensure that national strategies are gender-responsive and survivor-centred. Capacity building for law development and implementation of coordinated quality service provision.

SAF has partnered with governments, trade unions and CSOs to provide services to women migrant workers and their families through Migrant Worker

Resource Centers (MRCs) in Cambodia, Lao People's Democratic Republic, Malaysia, Myanmar, Singapore and Thailand. More MRCs will be established in 2020 in Indonesia, Philippines and Viet Nam. Gender-sensitive safe migration information, including risks of violence and trafficking and rights during migration, was provided to women migrant workers in Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Singapore and Thailand. In Thailand shelter support is being provided to Myanmar Muslim migrant women and trafficked persons. MRCs provide credible information, legal aid and other necessary services to women who come to the centres, including referrals for survivors of violence. Noting challenges women migrant workers may face preventing them from visiting centres, initiatives to reach out to women in communities and factories have allowed greater numbers of women to access these services.

Building on the learnings from scoping studies, SAF hosted a Regional Dialogue on Coordinated Quality Services for Ending Violence against Women Migrant Workers, contributing to developing the capacity of regional and national governments, social partners and civil society to jointly develop and implement policies and practices for coordinated multi-sectoral service provision. The policy recommendations elaborated at the end of the Regional Dialogue are serving as a regional road map for the programme, based on shared concerns and agreed priorities across ASEAN to address violence against women migrant workers. These policy recommendations aim to make women's migration experiences as empowering and uplifting as possible.

As one of the results from the Regional Dialogue, SAF and the Ministry of Foreign Affairs in Viet Nam organized a training for foreign service officials and embassy officials working overseas so they may better assist women migrant workers who have experienced violence. Organized at the request of the Government of Viet Nam, this was the first workshop of its kind by SAF, and it demonstrated the importance of preventing and responding to violence against women faced by Vietnamese nationals abroad. Similar initiatives are planned in other SAF programme countries in 2020. This is a notable achievement, as SAF has successfully brought together labour migration duty-bearers to understand and work on issues related to violence against women migrant workers, and expanded work beyond "traditional" ERAW-related actors.

In the reporting period, the programme developed four training modules to strengthen the capacity of front-line service providers and government officials to deliver coordinated quality services to women migrant workers subject to violence, harassment and abuse. One training module has been

tailored to address the abilities of Ministry of Foreign Affairs personnel working overseas to assist citizen survivors of gender-based violence (including women migrant workers), and one focused on the abilities of health service providers to assist women migrant worker survivors. These tools, which have been used for national-level capacity building across ASEAN countries to advance a quality standard framework for service provision, utilized and complemented the 2018 SAF knowledge product “16 Essentials for Coordinated and Quality Service Provision to Women Migrant Workers Experiencing Violence”. Linking ERAW, migration and trafficking, the training materials build knowledge on ending violence against women migrant workers and effective coordination across sectors, both in countries of origin and destination. In May 2019, the training tools were piloted in Viet Nam. In July–December 2019, the training modules were rolled out in Cambodia, Indonesia, the Philippines and Thailand.

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

In collaboration with 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. Dialogues organized on coordinated quality services for women migrant workers subjected to violence and human trafficking in Malaysia contributed to enhancing cross-sectoral referral mechanisms across the ERAW, migration and trafficking sectors and to supporting access to essential services for women migrant workers who face violence.

In Cambodia, SAF supported the National Committee for Counter Trafficking and the National Police to organize trainings on (trafficking) victim identification and effective service provision to trafficked persons based on rights-based and gender-responsive approaches. The trainings largely contributed to enhancing the technical capacity of government officials working at the provincial and district level to effectively address women migrant workers’ risks to all forms of violence and to supporting access to essential services. 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 poor and exploitative working conditions, trafficking and violence. Through SAF’s partnership with the International Domestic Workers Federation (IDWF) – the global representative organization

of domestic workers – 235 women migrant workers were organized into workers' unions, associations or as peer networks during the reporting period. In Malaysia SAF initiatives facilitated the formation of one new migrant domestic workers' organization. SAF also supported women migrant worker leaders and activists in their advocacy for the Violence and Harassment Convention, 2019 (No. 190) at the 2019 International Labour Conference, during which the new Convention was adopted. Through creative storytelling, the stories of 16 women migrant workers were featured in an SAF exhibition for the International Day to Eliminate Violence against Women, prompting many of these women to speak of feeling empowered and heard. SAF continues to provide a spotlight on the stories of affected survivors and to enable them to voice their own narratives. Further, SAF supported nine trade unions during 2019 to undertake various activities, from organizing women migrant workers and providing vital MRC services, to undertaking advocacy campaigns and participatory research (see Annex N).

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

During the reporting period, SAF produced and disseminated 20 knowledge products. Further, 17 translations to ASEAN languages were made, ensuring accessibility of several knowledge products, laws and policies. Several new studies were initiated in the period, and others will be finalized by the time the next annual report is submitted.

In a move towards identifying gaps and providing robust technical support to law and policy development, SAF conducted research (in Indonesia, Malaysia, Myanmar, Philippines, 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 needs of survivors.

With the aim of collecting evidence on existing mechanisms in place across ASEAN to prevent and respond to violence against women, including women migrant workers, SAF conducted scoping studies¹⁵ to identify key national and regional strategies aimed at reducing the risks to violence and trafficking faced by women migrant workers. The research explored:

- existing normative frameworks to address violence against women

¹⁵ These scoping studies covered Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Thailand and Viet Nam.

- migrant workers across ASEAN; and
- the extent to which women migrant workers have access to coordinated quality services when faced with violence; and
- the services that are available to other women who face violence (e.g., nationals).

The research highlights specific challenges faced by women migrant workers while accessing essential services. It is noted that while services exist for survivors of trafficking, oftentimes these services are not be rights-based or are utilizing the existing essential services for survivors of domestic violence. Knowledge of existing services enables the programme to focus on barriers impeding women migrant workers from benefiting from coordinated quality services in the country of destination or upon return. Due to sensitivities with the findings, the studies are internal and have been used to guide programme strategies.

In 2019, SAF hosted an inter-regional meeting “Labour mobility between Asia and the Arab States: Sharing of Experiences and Progress under the Bali Declaration with Specific Focus on Women Migrant Workers”. Governments, employers’ and workers’ representatives, women migrant worker leaders, CSOs, as well as international development and United Nations agencies from 17 countries of Asia, the Arab States and Africa gathered in Bangkok to exchange knowledge, experience and good practices on labour migration governance, and focused on the specific needs of women migrant workers, including survivors of violence. Several existing good practices were identified, which provided inputs to SAF implementation for possible replication. Several positive developments were noted with respect to fair recruitment of men and women migrant workers, working conditions, redressing employer–employee relationships that impede workers’ freedom of movement; and measures in addressing violence faced by women migrant workers. The meeting also brought attention to the need to remove gender-based discrimination in migration laws and the need for essential service provision to women migrant workers.

Shifting attitudes and behaviours

The outreach of SAF through mainstream and social media has enabled the programme to stay connected with its target stakeholders and reach the public at large. During the reporting period, SAF led frequent social media outreach activities – both at regional and national levels – to address knowledge gaps and negative attitudes towards women migrant workers and

to ensure discussions on violence prevention and trafficking are brought into spotlight. At the Asia-Pacific Forum on Sustainable Development (APFSD), for example, the EU, Thailand's Ministry of Labour, the International Labour Organization (ILO), UN Women and UNODC joined hands leading a side event, "Decent Work in Southeast Asia: A Debate on Inclusiveness and Equality for Migrant Workers". In line with the leading principle of "leaving no one behind", the debate brought stakeholders who work on ending violence against women, labour migration and trafficking to the same table to elaborate shared roadmaps across ASEAN. The side event at APFSD was live streamed through Facebook, with 1,600 Facebook users watching the live-streamed video, among a total of 4,588 users reached.

In order to advocate for changing attitudes and behaviours towards women migrant workers and to challenge the norms of acceptance of 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;
- ILO Centenary on 11 April;
- 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.

Safe and Fair released a new online and off-line photographic and storytelling exhibition called "Extraordinary Women: Journeys out of the Ordinary" during the 16 Days of Activism against Gender-Based Violence¹⁶. The artistic and interactive exhibition featured 16 stories of courageous women from Indonesia, Myanmar and the Philippines. Each story highlights challenges and opportunities that they have as women migrant workers, as well as their activism to support fellow women migrant workers so as to reduce risks of violence and trafficking. The exhibition was locally launched in Thailand during the 16 Days of Activism by the EU Ambassador to Thailand. There has been interested expressed by the EU Delegation in Brussels to showcase the

¹⁶ To see the exhibition, visit: <https://asiapacific.unwomen.org/en/news-and-events/stories/2019/11/journeys-out-of-the-ordinary>.

exhibition in European Commission Headquarters.

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 Southeast Asia.

Approaching anti-trafficking: Addressing root causes

In ASEAN, there are several large-scale anti-trafficking initiatives with focus on laws and policies, strengthening capacities for law enforcement officials, and support services to trafficked persons. Hence SAF has decided to take a complementary approach to support women who face violence in the labour migration cycle and to advocate for the services available to national survivors of violence and trafficking to be extended to women migrant workers (some of whom are trafficked persons who are either not identified or do not want to be identified as such). Thus, SAF plays a complementary role to other regional actors by ensuring that no one is left behind.

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.

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

Women migrant workers and their representative organizations have been an integral part of the implementation of programme activities. 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. SAF supported women migrant domestic workers to speak out and be heard among policymakers during the 74th Session of the United Nations General Assembly and the 108th Session of the International Labour Conference in June 2019, at which the new ILO Violence and Harassment Convention, 2019 (No. 190) was adopted. Convention No. 190 presents SAF with a new and timely international legal framework with which to advocate for freedom from the violence and harassment faced by women migrant workers. The SAF team has integrated Convention No. 190 into its ongoing capacity development and information sharing work with partners.

At national and grass-roots levels, SAF has initiated 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 formation of one new woman migrant domestic worker organization 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.

Civil society engagement

SAF worked with 67 CSOs¹ in 2019. Key civil society partners supported during this reporting period include:

Cambodia

- CARE Cambodia
- Child Helpline Cambodia

Indonesia

- Jaringan Buruh Migran

Malaysia

- Persatuan Sahabat Wanita Selangor
- Project Liber8

Myanmar

- Women Organization Network

Philippines

- Women's Legal and Human Rights Bureau
- Migrant Forum in Asia
- Center for Migrant Advocacy

- Institute of Politics and Governance
- National Association for Sikolohiyang Pilipino
- Women and Gender institute of Miriam College

Singapore

- Humanitarian Organization for Migration Economics

Thailand

- Raks Thai
- Winrock International

Viet Nam

- Institute for Social Development Studies
- Center for Gender, Family and Community Development
- International and regional**
- International Domestic Workers Federation
- Mekong Migration Network

¹ Note that this is inclusive of CSOs, associations, academic institutions, and mass organizations.

Summary and context of the action

This document covers reporting progress of the Safe and Fair programme in 2019. After the inception phase (ending 30 September 2018), programme implementation was initiated in 2019, and many activities were undertaken in all three objective areas. Implementation ensured interconnections

between labour migration, ending violence, and prevention of trafficking. The programme mainstreams three cross-cutting approaches: women's voice and agency; rights-based approaches; and broad engagement of stakeholders. Safe and Fair ensures visibility, awareness raising and dialogue promotion on changing norms around violence against women throughout the migration process and works towards strengthening rights-based and survivor-centric approaches to labour migration governance for women in the Association of Southeast Asian Nations (ASEAN) region.

In 2019, several targets of the five-year programme were met, while most others are on track to being met by the end of five years.

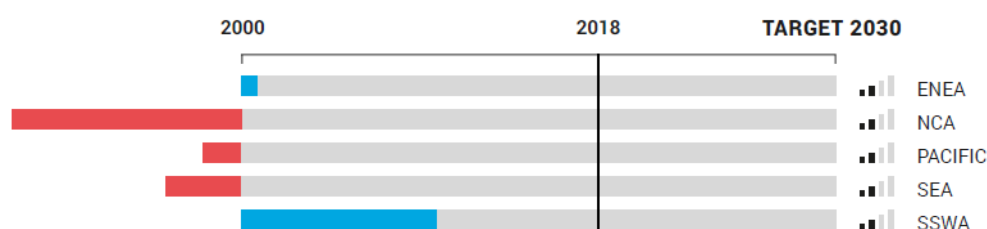
Specific developments during 2019 that have contextual impact on the programme include:

- At the June 2019 International Labour Congress member States overwhelmingly voted in favour of adoption of the Violence and Harassment Convention, 2019 (No. 190), and its accompanying Recommendation No. 206. This normative development has provided an impetus around addressing violence against women in the world of work, and has provided an entry point for discussion with multiple stakeholders and International Labour Organization (ILO) constituents. The Convention widened the concept of the “workplace” to the “world of work”, broadening the geographic locations where duty-bearers have responsibility for ending violence against women (EVAW), including, for instance, during the commute to work and in related transportation and in employer-provided accommodation (relevant for ASEAN migrant workers), all of which have a specific significance for women migrant workers. Convention No. 190 opens an avenue to ending violence against women via occupational safety and health (OSH) and workplace policies and measures. It also links the issue of domestic violence within the scope of violence against women affecting work.
- In 2019, the global #MeToo movement continued gaining momentum and provided voice and visibility to women who have experienced sexual harassment and sexual violence. As numerous examples and experiences have continued to come out globally and in Asia, the importance of sexual harassment and sexual violence laws or guidelines is being increasingly acknowledged. Within the context of the Safe and Fair (SAF) programme, this has provided a critical opportunity for advocacy and dialogue with governments, employers and trade unions.

The 2019 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, “South-East Asia is regressing in decent work and economic growth (Goal 8)... and peace, justice and strong institutions (Goal 16)¹⁷.” See figure I below.

Figure I
Sustainable Development Goal 8 by subregion

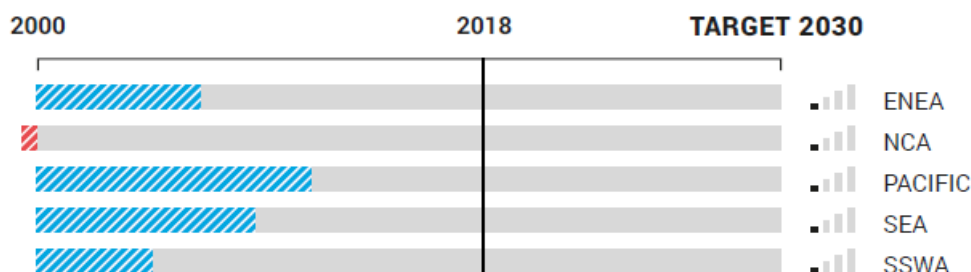


Note: ENEA = East and North-East Asia; NCA = North and Central Asia; SEA = South-East Asia; SSWA = South and South-West Asia.

Source: UNESCAP, Asia and the Pacific SDG Progress Report 2019 (Bangkok, 2019), fig. 7.

Thus far in the region, SDG 5 results are also below target, though not regressing (see figure II). Hence this provides the programme renewed opportunity for advocacy on SDGs 5, 8 and 16, as well as opportunity to make stronger interconnections among them, while battling causes responsible for regression and slow progress.

Figure II
Sustainable Development Goal 5 by subregion



Note: ENEA = East and North-East Asia; NCA = North and Central Asia; SEA = South-East Asia; SSWA = South and South-West Asia.

Source: UNESCAP, Asia and the Pacific SDG Progress Report 2019 (Bangkok, 2019), fig. 13.

¹⁷ UNESCAP, *Asia and the Pacific SDG Progress Report 2019* (Bangkok, 2019), p. 21.

- The Asia-Pacific Ministerial Conference on the Beijing+25 Review was organized in Bangkok during November 2019 and brought together ministers and senior officials from line ministries (ministries of women, national planning, and finance), civil society and other key stakeholders from across Asia and the Pacific. The three-day meeting identified key strategic areas and actions required to overcome barriers to gender equality and the empowerment of women in the region. Oftentimes, women migrant workers' needs are not fully considered in violence against women (VAW) initiatives nor in women's economic empowerment. The Conference offered an opportunity to advocate for women migrant workers' needs, and the review process allowed for these concerns to be raised at national and regional meetings.
- Throughout the region, civil society space is being reduced, and freedoms of speech increasingly curtailed, with high profile arrests, disappearances and trials against journalists and Human Rights Defenders and closures of media outlets and civil society organizations (CSOs) in Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Thailand and Viet Nam in 2019¹⁸. Women human rights defenders among these face not only the harassment that human rights defenders face globally, but it is compounded by gender-specific harassment and violence¹⁹. Nonetheless, Safe and Fair has gathered CSOs from ASEAN countries for two large regional meetings and National and Regional Programme Advisory Committee meetings throughout 2019, carefully maneuvering to maintain balance and engagement with partners across sectors, government and civil society.

Programme partnerships

The Safe and Fair programme has been recognized for its unique approach to integrating responses to violence and trafficking in the labour migration cycle using a whole of government approach. This can be witnessed in SAF's inclusion in the Report of the United Nations Secretary-General on Violence against Women Migrant Workers²⁰.

¹⁸ Office of the High Commissioner for Human Rights, "Communications sent report" (2019). Available at: <https://spcommreports.ohchr.org/LatestReports/CommunicationSent>.

¹⁹ Asian Forum for Human Rights and Development, *Women Human Rights Defenders: Insights from the Struggle*, Working Paper Series No. 7, November (2019).

²⁰ United Nations General Assembly, Violence against Women Migrant Workers: Report of the Secretary-

69. ILO and UN-Women, in collaboration with UNODC, are currently implementing the Safe and Fair programme in the ASEAN region, which is part of the joint European Union and United Nations spotlight initiative to eliminate violence against women and girls. The aim of the programme is to reduce the vulnerabilities of women migrant workers to violence and trafficking through improved access to information and well-coordinated gender-responsive services. The programme challenges pervasive cultural stereotypes and victim-blaming related to violence against women through public campaigns and capacity-building activities targeting front-line service providers.

– Report of the United Nations Secretary-General on Violence against Women Migrant Workers

As Safe and Fair is a programme jointly designed and implemented to make migration safe and fair for women, the United Nations system – specifically the ILO and UN Women, with the collaboration of the United Nations Office on Drugs and Crime (UNODC) – has been able to effectively leverage the respective partners of these three agencies to bring diverse stakeholders working on safe and fair migration, ending violence against women migrant workers, and trafficking together on common initiatives. Such coordination and collaboration have contributed to breaking silos in approaches and to delivering support to each project country (and regionally through ASEAN) in a more comprehensive manner. The programme brought together discussions, policies and stakeholders working on ending violence against women (EVAW), labour migration and trafficking to common platforms and unified approaches aimed at resolving challenges impeding the achievement of ending violence against women and making progress toward SDGs.

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

UN interagency partnerships

SAF worked closely with the UNODC to deliver programming in 2019, specifically building the capacity of national stakeholders to support women who have experienced trafficking. UNODC is a close partner and part of the

programme governance meetings. Within this partnership, SAF has been able to leverage the technical advisory services and convening power of 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 European Union Delegation in Thailand, SAF continued partnership in 2019 with the International Organization for Migration (IOM) to support delivery of services and empowerment activities with Myanmar Muslim women and trafficked persons in Thailand. IOM is the only organization with access to this group of trafficked women, and provides psychosocial counselling to them.

Convening the advocacy support of the European Union

SAF has kept European Union (EU) Delegations informed of the programme's activities and strategic direction. In several countries, members of EU Delegations have joined different events and Programme Advisory Committees. 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.

External partnerships

Bringing diverse stakeholders together for a common goal: Ending violence and making migration fairer for women migrant workers²¹

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, Programme Advisory Committee meetings both regionally and nationally continue to be important for building consensus on priorities for the programme. Programme Advisory Committees have been attended by civil society; international non-governmental organizations; trade unions;

²¹ 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 30 dialogues were held in 2019.

employers; CSOs, including women's organizations; recruitment agencies; and government officials.

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

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

External partnerships: Governments

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.

Thirty-three of the programme's government partners are listed in Annex N²². This annual report gives details of activities and results with government partners in the Section 3 on Results, specifically the sections 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

²² Annex N lists those partners that SAF contributed technically and financially to, and which are subsequently implementing activities to protect the rights of women migrant workers.

- Output 3.2, which gives support to government data collection capacity.

Some highlights of government partnerships from across the region include:

- In Cambodia, SAF successfully advocated with and provided technical support to the Ministry of Women's Affairs to ensure the Third National Action Plan on Violence Against Women (2019–2023) is migration-sensitive. SAF – in partnership with the National Committee for Counter-Trafficking and the Ministry of Social Affairs, Veterans and Youth Rehabilitation – enhanced the capacities of front-line service providers on violence against women (VAW) and trafficking identification. The programme also worked with the Ministry of Tourism to develop skills training in the tourism sector with special focus on women migrant workers. SAF inputs into the training included addressing sexual harassment, as well as addressing the harmful stereotypes of women that can be used as excuses for inflicting violence and harassment in the hospitality sector. However, more sustained work is needed to address negative gender stereotypes in training courses, and to address occupation requirements in the hospitality sector that can lead to sexual harassment and violence.
- Safe and Fair is engaging with the Indonesian Ministry of Manpower and Ministry of Women's Empowerment and Child Protection on gender-responsive migration policy²³. Joint participatory research with the Ministry of Manpower and a migrant workers' union towards development of sub-regulation for Law 18/17 is being well received and will result in Migrant Worker Resource Centres (MRCs) being sustainably incorporated into sub-regulations (see section Innovations and promising or good practices for details). The process of developing these subnational regulations included women migrant workers who shared their experiences of violence, harassment and abuse, thereby ensuring the sub-regulations put in place systems for prevention. Safe and Fair enhanced the capacities of front-line service providers in West Java, ensuring that services provided to women, including women migrant workers, are coordinated through the elaboration of a local standard operating procedure (SOP). The experience in West Java will be replicated by the programme in other regions in 2020.

²³ ILO: *Gender-Responsive Analysis of Law 18/17 for Improvement of Rights Protection of Indonesian Migrant Workers in the Migration Cycle (Recommendation for the Development of Subordinate Law No.18/17 on Protection and Placement)*, internal draft.

- In the Lao People's Democratic Republic, SAF has supported the Ministry of Labour and Social Welfare to open MRCs with the aim of enhancing women migrant workers' access to information on safe and fair migration and information on services to address violence. The programme was also engaged in the development of a migration-sensitive Second National Action Plan on Violence against Women, and supports the Ministry to convene regular discussions on labour migration with stakeholders, including CSOs.
- In Malaysia, SAF has worked with the Ministry of Human Resources (MOHR) providing technical inputs to draft regulations on domestic work, as well as inputting to the Government's 12th Malaysia Plan (2021–2025), with strategy papers submitted on migrant women's access to sexual and reproductive health and VAW services, and on labour migration. The programme undertook trainings for the MOHR, the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Council (MAPO), and the Ministry of Women's Empowerment and Child Protection on gender equality and women's empowerment, linking to issues concerning women migrant workers and violence against women. The programme, in partnership with UNODC, has also created a space for dialogue on challenges and opportunities faced by women migrant workers, engaging CSOs and government officials – including the border police – at the national and provincial levels. Violence and harassment were critical to the dialogue discussions.
- In the Philippines, SAF is working with the Philippine Overseas Employment Administration to give technical inputs to ensure the "Handbook on the Overseas Filipino Workers Act (Republic Act 11227)" (mandated by law) is gender-responsive and creates an enabling environment to prevent violence. SAF also partnered with the Department of Social Welfare and Development in the drafting of the Implementing Rules and Regulations of the recently passed Act Establishing the Office for Social Welfare Attaché (Republic Act 11299), again to include the concerns of women migrant workers, rights protection from violence, and provision of services. The programme also enhanced the capacities of front-line service providers regarding coordinated quality services to address violence against women migrant workers, with the aim to support service providers technically in the elaboration of SOPs (in 2020).
- In Thailand, SAF worked with the Ministry of Social Development and Human Security and the Office of the Attorney General to enhance the provision of coordinated quality services to address violence against women, including women migrant workers. In particular, SAF enhanced

cross-border dialogue with the Lao People's Democratic Republic on violence against women migrant workers, paving the way for further partnership between the two countries.

- In Viet Nam, SAF gave technical inputs to the Ministry of Justice on the Legislation Addressing Sexual Violence against Women, and to the Ministry of Labour, Invalids and Social Affairs related to reform of Viet Nam's labour migration law (Law 72). SAF initiated a partnership with the Viet Nam Women's Union to enhance members' capacities on rights-based and survivor-centred approaches to prevention and response to violence against women, with a focus on women migrant workers. This is a critical partnership in working towards effective ERAW strategies in the country. Upon the request of the Ministry of Foreign Affairs, the programme also built capacities of diplomats through training in Viet Nam regarding the provision of sensitive support to women survivors of violence, including women migrant workers, recognizing the key role embassies and consulates play as front-line service providers.

External partnerships: Trade unions

- SAF works with trade unions in all national and regional NPAC and RPAC governance mechanisms, and regionally is creating a manual for organizing women migrant workers into trade unions. Joining unions can result in empowerment through the provision of essential support when negotiating with employers, training on ERAW and other workplace rights, and legal aid and other services when facing violence, abuse and exploitation.
- In Indonesia, Serikat Buruh Migran Indonesia (SBMI, the Migrant Workers Union) has been a key partner in driving information collection from women migrant workers and CSOs. SBMI is the lead on a participatory action research project "Village-based Management to Enhance Service Delivery to Women Migrant Workers and Families", which will result in lasting village-based systems that support women prior to migration and upon return, especially if they have faced violence or abuse. SAF also built SBMI capacity in West Java on ERAW, trafficking and labour migration.
- In the Lao People's Democratic Republic, SAF has initiated MRCs in partnership with the Lao Federation of Trade Unions to provide information and services to women migrant workers.

- Similarly, SAF supports an MRC with the Malaysian Trades Union Congress (MTUC) to provide information and services to women migrant workers.
- In the Philippines, the Associated Labor Unions, SENTRO, and the Trade Union Congress of the Philippines are part of the joint development of the national SAF campaign strategy within the NPAC Task Force on Campaigns. SENTRO is further part of the SAF Community of Practice in Mindanao, and the United Domestic Workers of the Philippines is part of the SAF Community of Practice in Visayas and Mindanao. These Communities of Practice are a form of peer networking to support women migrant workers and their families to prevent violence and exploitation in migration, to empower them and to strengthen their movement.
- Nine key trade union partners are listed in Annex N²⁴, with particular details of trade union results and activities in Results section Output 1.3.

External partnerships: Employers

Employer's organizations in every programme country are part of NPACs. The ASEAN Confederation of Employers (with members in seven ASEAN countries) participates in the RPAC, and SAF will be supporting the development of materials for employers' organizations, including training tools on violence and harassment in the world of work (including guidelines on sexual harassment).

Nationally, SAF specifically engaged with the Malaysian Employers Federation (MEF), dialoguing about violence and harassment in Malaysian workplaces. Employers have also been part of SAF's stakeholder capacity-building trainings (see Output 1.2).

External partnerships: Civil society organizations

By ensuring continuous engagement of women migrant workers and their representative organizations (trade unions and CSOs), the programme has shaped its national and regional priorities around the specific needs of women migrant workers, including those who are survivors of violence and/or trafficking. For instance, SAF in the Philippines created a strong process of

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

subnational stakeholder engagement via Communities of Practice with civil society organizations, women's networks and workers' organizations, creating an inclusive national governance mechanism.

At the regional level, SAF led a discussion during the Regional Dialogue on "Coordinated Quality Services for Ending Violence against Women Migrant Workers" on the key role played by networks of women's groups, community-based organizations and social partners in preventing and responding to violence against women migrant workers.

Following global Spotlight practice, SAF is also in the process of identifying members for a **Safe and Fair Reference Group (of CSOs)**. The terms of reference of the Reference Group are attached in Annex AA.

Into 2019, the programme continued a long-term partnership with the International Domestic Workers' Federation (IDWF) supporting the organizing of women migrant domestic workers' in Malaysia, Singapore and Thailand. SAF also entered into new partnerships, including agreements with the following **19** organizations (as detailed in Annex C)²⁵:

Cambodia

- CARE Cambodia
- Child Helpline Cambodia

Indonesia

- Jaringan Buruh Migran

Malaysia

- Persatuan Sahabat Wanita Selangor
- Project Liber8

Myanmar

- Women Organization Network

Philippines

- Women's Legal and Human Rights Bureau
- Migrant Forum in Asia
- Center for Migrant Advocacy
- Institute of Politics and Governance

²⁵ 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.

- National Association for Sikolohiyang Pilipino (PASPI)
- Women and Gender institute of Miriam College

Singapore

- Humanitarian Organization for Migration Economics (HOME)

Thailand

- Raks Thai
- Winrock International

Viet Nam

- Institute for Social Development Studies
- Center for Gender, Family and Community Development

International and regional

- International Domestic Workers Federation
- Mekong Migration Network

See also Annex N for the full listing of **67** 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;
- Outputs 1.4 and 2.4, which work with CSO to enhance service provision. Strengthened partnerships in the governance of the programme

Project Steering Committee

On 6 February, the Safe and Fair Project Steering Committee was held in Bangkok, co-chaired by the EU, ILO and UN Women, with participation of UNODC and the Spotlight Secretariat. During the meeting, national and regional workplans, the monitoring information system, monitoring and evaluation tools, the final logframe, and the monitoring manual were discussed and approved by its members. Moreover, upon the EU's suggestion, it was decided to reduce the frequency of the Committee meetings, from quarterly to biannually.

On 10 September, a second Project Steering Committee was held, co-chaired by the EU, ILO and UN Women, with participation of UNODC and the Spotlight Secretariat. The "SAF Baseline and Target Setting Report" was endorsed at this meeting, as was an agreement to combine targets and reporting of

campaign-related indicators 3.3.1 and 3.3.2. National and regional results and planning for the next period were discussed, together with linkages across SAF and how SAF is implemented in the context of United Nations Reform. It was agreed a paper on how SAF has implemented United Nations Reform would be drafted to showcase the innovative efforts (see Annex AL). The next Project Steering Committee meeting is scheduled for end March 2020 (postponed to the first week of April at the time of writing this report at the request of the EU).

Regional Programme Advisory Committee

On 27 September, the Safe and Fair Regional Programme Advisory Committee was held in Bangkok, co-chaired by the EU, ILO and UN Women. 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 and European Commission, as well as UNODC. The RPAC reviewed the key medium-term regional priorities in the areas of ERAW and labour migration, and received an update of national and regional results and the regional workplan. The RPAC approved the regional workplan for 2020 and gave suggested inputs. The RPAC was done in conjunction with the RPAC of the ILO's TRIANGLE in ASEAN project, and was held the day after the ASEAN Forum on Migrant Labour (AFML), which was much appreciated by stakeholders because they could make linkages and connections with AFML discussions and TRIANGLE in ASEAN project updates.

National Programme Advisory Committees

Multi-stakeholder NPACs were convened in close coordination with the EU Delegations in Indonesia (December), Myanmar (March), Philippines (February) and Thailand (January and September) to discuss and finalize the respective 2019 national workplans and 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 2019 remained aligned with national priorities. In some cases, for instance in the Philippines, partners highlighted the strategic role of NPACs to guide and influence their own work.

In Indonesia, the NPAC was held in December 2019 with 39 participants. Significantly, at the NPAC the Ministry of Manpower (MOM) announced the joint initiative between the MOM and SAF on "Piloting the Integration of

Gender Responsiveness One Stop Integrated Services Government Office (LTSA) with MRCs in Cirebon and Tulungagung”. This will be the first initiative to integrate the services from government, the Women’s Crisis Centre, and labour unions to gender-responsively support the implementation of Law 18/17 at the district level. The NPAC (planned to be held twice a year in Indonesia) had been delayed from earlier in the year due to an election and the resulting series of demonstrations. To ensure stakeholders were consulted during the period of delay, SAF reached out and met individual NPAC members to share programme progress and the workplan.

In Myanmar, both of the key ministers (the Minister of Labour, Immigration and Population and the Minister of Social Welfare, Relief and Resettlement) opened the NPAC meeting, which proceeded through multi-stakeholder engagement with the Resident Coordinator at the helm. The NPAC resulted in several useful suggestions for programme implementation.

In the Philippines, in particular, the NPAC has a very inclusive nature, with participation from more than 30 organizations working on labour migration, EAW and trafficking. At the February NPAC, the Philippines NPAC members reviewed the terms of reference, adopted the membership list, and then reconvened a week later for a strategizing workshop. Under the leadership of the Overseas Workers Welfare Administration and the Philippines Commission on Women, this second strategizing workshop finalized and endorsed the annual work plan.

Philippines: Inclusive and localized Communities of Practice¹

In the Philippines, SAF worked to build two stakeholders' networks – or Communities of Practice – among organizations in Mindanao and Visayas working to ensure women migrant workers' safe and fair migration. In addition to government and the provincial branches of trade unions, migrant associations and family circles (12 in Mindanao and 14 in Visayas) were networked into SAF's two Communities of Practice (see Annex N for a list). Given the hundreds of stakeholders on gender equality, EVAW and migration in the Philippines, it is impractical and impossible to bring them all into the SAF NPAC. However, it is important to have systematic interaction, coordination and collaboration with a wide body of organizations, particularly for SAF public campaigns, organizing, capacity-building and advocacy. Formation of the SAF Communities of Practice (primarily through internal social media and other internet coordination platforms) will enable SAF to do this. This also ensures that SAF does not become capital/Manila-centric, and has substantive subnational and local presence and engagement. In 2019 members of the Communities of Practice participated in SAF capacity-building (see Output 1.2), and also helped with "May I Help You?" campaign information dissemination (see Output 3.3).

¹ See also the section on Partnerships and Annex A for details about planned CSO Reference Group.

In Thailand, SAF convened NPACs in January and September. At the second NPAC, SAF presented the progress and early results of programme implementation, as well as the workplan for 2020, to the members of the Committee. The meeting acknowledged the progress of the activities conducted during 2018–19, including a roundtable meeting on Safety, Protection and Rights of Women Construction Workers in Thailand and the National Workshop on Coordinated Quality Services for Ending Violence against Women. The Committee endorsed activities as proposed in the workplan, and approved activities for Quarter 4 of 2019 and for 2020.

Additionally, in Viet Nam, while awaiting project approval by the Government, SAF organized preparatory planning meetings in March and May 2019 with 25 participants representing 11 organizations. The meeting identified key priorities for the year and potential engagement of partners in the project implementation. In addition, meeting participants discussed how to accelerate the implementation of SAF in Viet Nam.

National consultations

National Consultations were held in Singapore on 1 April 2019 and in Brunei Darussalam on 10 April 2019. The consultative dialogues were attended by civil society, international non-governmental organizations, trade unions, employers, recruitment agencies and government officials. During the dialogues key stakeholders exchanged on existing practices and identified potential areas of engagement under the programme. Following key areas of work identified, initiatives have already started in Singapore (see Annex AE and Annex AF).

Results

Overarching narrative: Capturing broader transformation

Supporting ASEAN countries in their commitments to gender equality, ending violence against women, and decent work creation, SAF highlighted measures to prevent or respond to violence against women migrant workers in **19** legal and policy instruments in 2019. Inputs provided by SAF included measures to address the specific needs of women migrant workers and prevention of violence by improving the enabling environment for women.

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. SAF initiatives enhanced the capacities of **2,081** persons from government departments and front-line service providers on women migrant workers' needs, rights and skills.

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. Overcoming barriers, SAF supported its partners to organize **235** women migrant workers (mainly domestic workers) into associations or as peer networks, and facilitated the formation of **one** new migrant domestic workers' network, which paves the way to building strong grass-roots feminist movements (which are critical for policy changes and supporting prevention strategies) within and across countries.

A SAF research project has indicated the extent of negative perceptions and gender stereotypes of women migrant workers in destination countries – perceptions that further perpetuate inequality, discrimination and violence. The programme is using these research findings to contribute to broader changes in knowledge and attitudes among the public. Corporate and other

events in 2019 allowed the programme to reach **1,276,471** members of the public through public outreach initiatives. SAF initiatives continued to bring a coordinated, whole-of-government approach to the issues of ending violence against women (EVAW), prevention of trafficking and empowering women migrant workers.

The Safe and Fair programme has brought new value in bringing together EVAW, 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 specific development issues. Specifically, Safe and Fair has contributed to optimizing and strengthening existing processes, platforms and mechanisms (on EVAW, labour migration and trafficking) at regional, 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, MRCs providing services on migration and gender-based violence, and local government programs and services being done a coordinated manner.

Finally, through the creation of linkages across sectors, 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 Specific Objective 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 17 labour migration policies or laws²⁶. The programme supported the development and revision of policies and implementing regulations on gender-sensitive labour migration governance in **Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines 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.

The programme has also initiated various research projects in **Indonesia, Malaysia, Myanmar, Philippines, Thailand** and **Viet Nam** to support evidence-based policymaking. These include a study in **Thailand** on gaps in law and policy on sexual harassment at work, with a focus on women migrant workers.

Policies provided with technical support or recommendations

Through engagement in several consultation meetings, SAF in **Cambodia** provided technical inputs to a migrant health policy (1) that is being developed by the Ministry of Health, which resulted in the inclusion of interpretation services for migrants being provided health care²⁷, and the participation of migrant workers in the planning, monitoring and evaluation of the policy. Through the policy, the Government intends to provide community health services to outgoing and returning migrant workers and their families. This will support women migrants and trafficked persons to communicate their concerns with duty-bearers, including whether they have been exposed to violence and abuses. The policy is expected to be finalized by 2020.

Skills development laws and policies are important to systemically ensure women migrant workers, including survivors of violence and trafficking, have access to alternative opportunities for employment upon return or upon re-migration. SAF engaged with the Ministry of Labour and Vocational Training and the Ministry of Tourism to develop the following gender-responsive outputs:

- Standard Operating Procedure for Apprenticeship in Cambodia (SOPAC);
- 16 apprenticeship manuals that are aligned with the Common ASEAN Tourism Curriculum (CATC) qualification levels; and
- Recognition of prior learning (RPL) assessment tools (3).

Often such systems and materials are developed in a gender-blind manner. SAF recommended the inclusion of women-specific messages and messages related to harassment and violence in the materials, as well as supported efforts in expanding the participation of potential and returnee women migrant workers into apprenticeship and RPL programmes. SAF inputs also addressed some gender stereotypes being reinforced through the training materials, which in themselves perpetuate or legitimize the culture of violence against women. The SOPAC and manuals were finalized at the end of 2019, and they are expected to get formal government approval by the first half of 2020²⁸.

Also in **Cambodia**, in collaboration with the Government, SAF co-hosted a “Domestic Worker Consultation on Social Protection and Ratification of ILO Convention No. 189” in Phnom Penh²⁹. In total, 59 participants from government, United Nations agencies and CSOs attended. SAF advocated for the ratification of the Domestic Workers Convention, 2011 (No. 189), and discussed the roadmap towards ratification, the inclusion of domestic workers in the National Social Security Fund, as well as guarantees of minimum wages and standard contract terms. This consultation will be followed up with advocacies for policy reform, including access to health care and social services for returnee women domestic and those who have faced violence, which will contribute to the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW) regional research on domestic worker contracts (which seeks to move towards ensuring strong rights-based working conditions to

28 The 16 manuals are a total of 2,800 pages, and are thus not annexed with this report. They are on file with the SAF Regional Office team and available upon request.

29 Consultation co-funded with the Solidarity Center.

prevent violence against migrant domestic workers, who are mostly women).

The Government of **Indonesia** is working with SAF closely to develop subordinate regulations to Law No. 18/2017 on the Protection of Indonesian Migrant Workers. This is being done in an evidence-based manner and with multi-stakeholder engagement:

- Subordinate regulations are being developed through a thorough review of how different levels of government and key stakeholders can operationalize Law 18/2017 **(1)**. A technical paper, produced with the Ministry of Manpower (MOM) and the Ministry of Women Empowerment and Child Protection, provides a strong gender lens (addressing gendered power inequalities that contribute to patriarchies, violence, and exploitation) to developing the subordinate legislation, and looks at how policies and programmes impact women and men migrant workers differently. The technical paper also looks into the issues of migrant domestic workers, who are not covered under the existing law. The full draft is under review of the MOM for their endorsement. SAF is actively communicating the recommendations from the paper to various stakeholders, including Komnas Perempuan (National Commission on Violence against Women), the body in Indonesia working prevention of violence against women, including the collection of violence against women data.
- Towards the implementation of Law 18/2017, SAF conducted a participatory action research on Indonesia's Village-based Management Programme. Indonesia has a decentralized administrative system and over several years the importance of engaging with village, district, provincial authorities in addition to national actors on labour migration governance, to prevent trafficking, irregular migration of women and girls has become clear. It is with this in mind, that the research was done as a stepping stone to the development of a strategy to implement Article 42 of Law 18/2017 **(1)**. Article 42 provides a new role for village governments – including taking on tasks that recruitment agencies have previously performed. SAF is working with duty-bearers to identify ways in which violence against women migrant workers referrals can be made within the village and district systems and in which local actors can assist in the prevention of unethical recruitment practices and violence against women migrants during the recruitment and pre departure stages.
- Simultaneously, SAF is assisting the government to develop gender-

responsive guidelines and establish a tripartite-plus forum on the role of 1) labour attaches, 2) private recruitment agencies, 3) workers organizations to provide services to migrant workers as mandated by Law 18/17 (3), including referral to survivors of violence. The guidelines will be used by the MOM as input towards the issuance of a Ministerial Decree on providing services to migrant workers.

To address the issues of occupational safety and health (OSH) for migrant workers, and to respond to a recommendation by the **Indonesia** Ministry of Health to include women migrant workers in Indonesia's National Action Plan (NAP) on OSH (1), SAF provided written technical comments to the first draft of the NAP-OSH³⁰. OSH is a key policy area to address violence and harassment, as important components of safety in the workplace. It now covers migrant workers and recognizes them as a vulnerable worker group. The NAP-OSH is currently under review of the MOM's Legal Bureau and the State Secretary's Office. It is expected to be finalized in 2020.

SAF has also provided Bappenas (Indonesian National Planning Agency) with technical inputs to the **Indonesia** SDG Road Map (1), highlighting women migrant workers' positive contribution to Indonesia's social and economic development and noting that the implementation of Law 18/17 would strategically contribute to the achievement of SDG Targets 8.8 and 10.7. Both of these are critical for women migrant workers in terms of access to decent work (which includes a world of work without violence and harassment) and for addressing inequalities. The SDG Road Map was launched by Bappenas in October 2019.

In the **Lao People's Democratic Republic**, SAF provided recommendations for strengthening Decree 68 on the Export³¹ of Lao Workers Abroad (1) through an ILO paper developed in coordination with various ILO projects and technical specialists. The paper was submitted to the Ministry of Labour and Social Welfare to facilitate the ongoing review and revision of the decree. SAF emphasized the need to integrate domestic workers into the formal labour sector, as well as to extend social protection to migrant workers and ensure portable coverage. A majority of women from the Lao People's Democratic Republic who migrate into domestic work do so irregularly, and as noted by the CEDAW Committee, violence against Lao women migrant workers remains a concern. The revised decree is under government review and is expected to be finalized in the first half of 2020.

³⁰ In coordination with the ILO's USDOL-funded Safe and Healthy Youth Project.

³¹ SAF advocates with partners not to use terms – such as “export” – that commodify labour.

SAF **Malaysia**, in coordination with various ILO projects and technical specialists, provided inputs to a draft set of regulations on domestic work (1) – the first of its kind in the country. SAF’s inputs particularly related to prevention of violence and abuse faced by migrant domestic workers. The regulations on domestic work will cover both local and migrant workers. SAF also contributed to United Nations Country Team (UNCT) technical inputs to the 12th Malaysia Plan (2021–2025) (1) by assisting in the development of a UNCT Policy Brief on Labour Migration in Malaysia led by the ILO migration specialist. Inputs towards making Malaysia’s long-term labour migration policies gender-responsive contribute to empowering women migrant workers through the provision of an enabling environment in which violence can be prevented and remedies provided (see 3.1).

Facilitating the space for women migrant workers and CSOs to engage in policy advocacy, SAF in **Malaysia** supported the International Domestic Workers Federation (IDWF) and several migrant workers’ associations and CSOs³² to formulate a set of recommendations and comments to the draft regulation on domestic work. The recommendations included the addition of measures against “verbal and emotional abuse” to expand upon the measures against “physical and sexual abuse” already in the draft law. Further IDWF/SAF’s recommendations included changing the law’s language from “domestic servant” to “domestic worker”. The current term referring to domestic workers as “servants” stems from colonial and feudal mentalities, and fosters abusive and violent environments devoid of rights or women workers’ power. These recommendations were endorsed by 24 organizations and submitted to the Ministry of Human Resources (MOHR). Together with the Ke Arah 189 Coalition (a coalition of CSOs and migrant associations), IDWF has been advocating with the MOHR.

SAF supported IDWF in **Malaysia** as well as the migrant associations AMMPO and SERANTAU to meet the United Nations Special Rapporteur on Extreme Poverty and Human Rights on his visit to Malaysia. The groups’ highlighted problems and grievances faced by migrant domestic workers in the country, including potential risks of violence and abuse, and delivered demands and recommendations. IDWF in Malaysia is also actively lobbying for the inclusion of domestic worker rights in Malaysian labour law reform (joining the Labour Law Reform Coalition Group), as well as lobbying for the possibility of migrant

³² Organizations engaged included the Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas (AMMPO), an association of migrant domestic workers from the Philippines; SERANTAU, an association of Indonesian migrant workers; and Persatuan Sahabat Wanita Selangor (Selangor Friends of Women Association), a Malaysian CSO.

domestic workers forming unions under the trade union law reform process (see Output.1.3). Domestic workers are left out of many labour laws, and they typically work in isolated households that are not currently governed by legislation, leaving domestic workers vulnerable to violence, abuse, exploitation and even death. Through its work, IDWF helps network domestic workers, including migrant domestic workers, and in this effort took the voices of domestic workers to lawmakers.

SAF Philippines has been engaged as part of the inter-agency technical working group tasked with drafting the Implementing Rules and Regulations (1) of the recently passed Act Establishing the Office for Social Welfare Attaché (Republic Act 11299). SAF has provided technical inputs at two consultations convened by the Department of Social Welfare and Development. Social Welfare Attachés provide essential services in Philippine embassies, responding to situations of exploitation and violence against women. A full draft of the Implementing Rules and Regulations has been developed and further revised as of December 2019.

SAF Philippines also provided comments on the National Implementation Plan of the Global Compact for Safe, Orderly and Regular Migration to the Department of Foreign Affairs and the National Economic and Development Authority. SAF's technical inputs particularly related to ensuring gender-responsive development planning, which contributes to the prevention of violence against women migrants.

SAF in the Philippines also provided technical comments to the development of a handbook by the Philippine Overseas Employment Administration. The "Handbook on the Overseas Filipino Workers Act (Republic Act 11227)" is part of implementation of R.A. 11227, and is mandated by law to provide updated and systematic information on the rights and responsibilities of Filipino migrant workers, including laws, policies benefits and services provided in the Philippines and its embassies and consulates abroad. The handbook is currently in draft stage and will include specific references to women migrant workers, their rights to work without violence and harassment, and services available should they face violence.

In **Thailand** a study on existing legislation and legal gaps related to sexual harassment in the workplace will be providing recommendations to revise relevant laws on sexual harassment in Thailand (see also Output 3.1).

SAF Viet Nam responded to the Government's request for technical assistance to mainstream gender into the Law on Vietnamese Workers Working Abroad under Contract (Law 72) and the associated Decree 126, as well as into their

implementation (1). To support the ongoing policy review process, SAF conducted a study on the experiences of women migrant workers, including the risk of experiencing violence and abuses and how Viet Nam's labour migration policies specifically impact them, in order to bring their voices into the law review process. The findings of the study have been shared with the government team working on draft revisions to the policies (see also Output 3.1).

SAF **Viet Nam** provided technical comments to the draft National Implementation Plan of the Global Compact for Safe, Regular and Orderly Migration (1). The comments focus on suggestions to include: the aspect of equal access to information about migration opportunities; the risks and rewards of labour migration (including the risks of violence, abuse and trafficking); and the need for sex-disaggregated data. The recommendations were submitted to the Ministry of Foreign Affairs, which is the lead agency for developing the plan and coordinating its implementation. The plan is expected to be approved by the Prime Minister in the first half of 2020.

Globally, SAF supported two women migrant domestic workers from Indonesia and the Philippines, as well as a staff representative from IDWF, to attend the 108th Session of the International Labour Conference in June 2019. Their advocacy to South-East Asian governments was important for garnering support for the eventual adoption of the ILO Violence and Harassment Convention, 2019 (No. 190).

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 supported capacity development of stakeholders from domestic worker organizations, migrant organizations, trade unions, CSOs, and government from **Brunei Darussalam**³³, **Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Singapore, Thailand and Viet Nam** to implement gender-responsive, women-friendly and rights-based policies and services. Capacity building with governments was to train them on gender equality, EVAW and how to conduct referrals, as well as training

³³ Brunei Darussalam with reference only to ILMS training for the Government.

towards ensuring sex-disaggregated labour migration statistics³⁴. Trainings during the period for CSOs and community-based organizations were on:

- understanding violence against women and the concepts in the ILO Convention on Violence and Harassment, 2019 (No. 190);
- developing gender analysis;
- organizational skills to run grass-roots groups;
- paralegal skills, including related to cases of violence; and
- leadership training.

Government social services officials were trained on understanding how violence affects women migrant workers, and on psychosocial counselling skills. The trainings among CSOs increased their knowledge and capacities to integrate violence against women and girls (VAWG) response into migration services.

Capacity building of CSOs, workers' groups, and government

In the reporting period, SAF built the capacity of a total of 751 stakeholders:

- In Indonesia among government officials, academia, trade unions, migrant worker associations and villagers (162);
- Lao People's Democratic Republic among front-line officers (77);
- Malaysia among domestic worker organization leaders (157);
- Myanmar among government officials (21);
- Philippines among migrant and domestic worker organizations, and government officials (248);
- Thailand among Thai Government officials providing social services to trafficked women in shelters (68);
- Brunei Darussalam, Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Thailand and Viet Nam among national statistics office and other government officials collecting administrative data on labour migration (18).

³⁴ 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.

In **Indonesia**, trainings of stakeholders involved women migrant workers in a meaningful way to build stakeholder capacity on ethical evidence collection and on issues related to violence and abuse. Training workshops for participatory action research on “Village Based Management to Enhance Service Delivery to Women Migrant Workers and Families”, with **(57)** participants, were held in partnership with the Indonesia Migrant Workers Union (SBMI) and the Ministry of Manpower (MOM). At each step of the research, including trainings, the MOM has been fully involved to ensure findings are useful in policy implementation later on.

SAF in **Indonesia** ensured that trainings on Convention No. 190 included discussion and materials on VAW service provision, for example sharing the SAF “16 Essentials for quality multisectoral service provision to women migrant workers subject to violence” in the Indonesia workshop on “Violence and Harassment in the World of Work (Convention No. 190)” organized by the ILO³⁵. This enabled (100) workshop participants from labour unions, non-governmental organizations (NGOs) and placement agency associations to understand ways to improve services to women migrant workers. In another initiative, capacity was built among (5) representatives from four major Indonesian union confederations on establishment of SAF model MRCs; gender concerns in labour migration; EVAW and gender equality; and gender analysis of law 18/17.

In the Lao People’s Democratic Republic, SAF conducted two gender and migration trainings for (77) front-line officers, MRC staff from the Lao Federation of Trade Unions, and officials from the Ministry of Labour and Social Welfare on:

- violence and trafficking;
- gender mainstreaming;
- gender norms and stereotypes;
- safe migration processes; and
- coordinated quality services.

These trainings resulted in MRC coordinators understanding the specific needs and challenges of women migrant workers, including survivors of violence. The change in attitudes will be assessed in 2020.

Research by the ILO shows that women migrant workers usually seek support

³⁵ Organized by the ILO Country Office for Indonesia and Timor-Leste at the request of tripartite partners in Indonesia. SAF invited the labour migration stakeholders to join this event.

from other women and family members back home when faced with violence and abuse. Networking and leadership development help women migrant domestic workers:

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

Therefore, SAF's work in **Malaysia** with the International Domestic Workers' Federation (IDWF) prioritized the training of Indonesian migrant domestic worker leaders. In May 2019, IDWF specialists trained **(14)** participants from SERANTAU, NGAPAK and PAWON (domestic worker organizations in Malaysia), developing their capacity to analyse the value of domestic work, and understand its social, economic, political and gendered contexts. This training feeds critically into SAF's aims to change negative social norms around women's work, which drive violence against and the trafficking of women migrant workers. In June 2019, IDWF worked further with **(11)** newly elected leaders of SERANTAU, which had specifically requested an organizational skills training to develop skills for participatory evaluation and strategic planning using organizational analysis tools. In July 2019, a further **(16)** Indonesian domestic workers in Malaysia were trained on the ILO Violence and Harassment Convention, 2019 (No. 190). One participant reflected on the training as below:

"In regards to the GBV [gender-based violence] training, I really disagree with the injustice and unfair treatment by employers and men towards women. It is just because we are women; they should not treat us unfairly. Even though we are women, we have equal rights as men. We have our rights to speak up."

"Some employers assume that women are weak and will not fight back when sexual abuse happens."

– Indonesian migrant domestic workers
at Convention No. 190 training organized by IDWF in Malaysia

IDWF took it to the next level and conducted intermediate level trainings on organizing for **(23)** domestic worker leaders to learn organizing strategy, and for **(15)** leaders to inspire and hone their leadership.

Toward the end of the year, four domestic workers themselves helped to lead trainings of a new batch of **(18)** women, building awareness of the value of domestic work with reflection on their working conditions.

With an aim to engage employers in ERAW, Safe and Fair in **Malaysia**, in collaboration with the Malaysian Employers Federation (MEF), hosted a consultation meeting with 25 employers of women migrant workers – primarily in the manufacturing industry – in Kuala Lumpur to discuss challenges they face related to protection of the rights of women migrant workers, and practical measures for addressing risks of violence and discrimination at the workplace. The consultation led to an important agreement between SAF and MEF to hold a series of three to four workshops in 2020 on violence and harassment in the workplace for the employer organizations and their members. The workshops will also address stereotypes, gender norms and issues of intersectional discrimination faced by women migrant workers.

Also, to ensure cross-sector knowledge on ERAW and gender equality, in **Malaysia** the Ministry of Human Resources, with the support of SAF and the ILO's Bridge project³⁶, organized a four-day national action planning workshop on gender equality and ending violence against women, forced labour and child labour for (60) stakeholders. As part of the workshop, SAF conducted training highlighting linkages between gender, labour migration and violence against women, noting forced labour as a form of violence faced by women migrant workers. SAF's aim was to equip policymakers with a gender lens as they embarked on the process of developing the National Action Plans (NAPs) on Forced Labour and Child Labour. In addition to the training, SAF provided technical support in the planning workshops towards ensuring that priorities and indicators in the NAP process were gender-sensitive and responded to the needs of women migrant workers. This will be followed up in 2020 with capacity enhancement on essential gender equality concepts. These efforts will support labour migration governance work and serve as a base for discussing Convention No. 190 and issues of violence against women migrants in 2020.

As per SAF's roll out of MRC capacity building in Indonesia and the Lao People's Democratic Republic (see above), SAF Myanmar conducted preparatory trainings to set up MRCs in collaboration with Labour Exchange Offices of the Ministry of Labour, Immigration and Population (MOLIP). In total, (9) state and township level staff in Loikaw, (3) in Aung Lan, (5) in Hinthada, and (4) in

³⁶ "From Protocol to Practice: A Bridge to Global Action on Forced Labour" is the full project title. Funding for Bridge is provided by the United States Department of Labour.

Mohnyin were trained, all of whom were women. Issues related to women migrant workers' rights and challenges – including risks to trafficking and violence – were discussed.

Committed to building the capacity of women migrant worker-led organizations, in the Philippines SAF contributed technical training support to a paralegal and leadership training for (25) migrant returnee and local members of United Domestic Workers of the Philippines (UNITED)³⁷. These trainings increased capacity on international labour standards, Convention No. 189, and organizing and leadership strategies for domestic workers, enabling them to learn more about their rights and to further share and support other women migrant domestic workers to fight against violence and abuses.

The Philippines has a long experience in labour migration management. SAF built 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, violence and harassment, including on coordination of essential service provision, women's leadership building, etc. Hence at the provincial level, SAF Philippines supported:

Training of **(6)** local government staff in the Tabaco City local government unit³⁸, as well as training of the **(36)** members of the Bicol migrant groups/CSOs (Tabaco). This deepened their understanding of gender concerns in labour migration, how to organize migrants and their families, as well as providing organizational capacity building towards the aim of building an MRC.

- Capacity building in Western Visayas to **(28)** migrant and CSO leaders (89 per cent women) on organizational capacity and leadership, in order for them to represent migrant women's issues in provincial bodies in policy implementation³⁹.
- Training in Mindanao **(46)** local and national tripartite-plus partners, including 43 women, on mitigating risks of violence against women and exploitation of women migrant workers, as well as core gender analysis concepts. The same training was held in Visayas for **(42)** stakeholders, including 32 women.
- Provincial training organized by the Western Visayan Migrants,

³⁷ Training organized by LEARN and UNITED.

³⁸ Meeting organized through Tabaco City local government unit.

³⁹ Consultation organized by Migrants Coordinating Group in Western Visayas and the Center for Migrant Advocacy.

OFW and Families Credit Cooperative on violence against women, gender in migration, and financial management needed when women migrant workers return home. This was organized in collaboration with Migrants Coordinating Group in Western Visayas and SAF. In total **(14)** grass-roots migrant organization representatives, including 12 women, were trained.

In a move towards sustained human rights and gender-sensitive training for labour migration stakeholders, the **Philippines** United Nations Resident Coordinator's Office committed that various agencies (especially the ILO, IOM, UN Women and the United Nations Development Programme) would jointly help develop the UP-CIFAL programme in the Philippines⁴⁰. SAF in the **Philippines**, together with its partners IOM and ILO's FAIR project⁴¹, delivered pilot training sessions of the UP-CIFAL "Professional Certificate Course on Global Migration". In total, **(26)** participants from the following government agencies were trained for 10 days:

- Department of Foreign Affairs;
- Overseas Workers Welfare Administration;
- Bureau of Immigration;
- National Economic and Development Authority;
- local government of Quezon City;
- Philippine Overseas Employment Administration;
- Commission of Filipinos Overseas;
- Public Attorney's Office;
- Commission on Human Rights; as well as
- CIFAL Philippines⁴².

The second batch trained included **(25)** stakeholders, including 13 women. SAF provided technical inputs and resource persons to the course, and ensured issues of violence and harassment were included.

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 an interagency partnership

⁴⁰ 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.

⁴¹ The FAIR project is funded by Swiss Agency for Development and Cooperation.

⁴² Participants were awarded certificates after completing seven modules.

in Thailand co-funded by the US Department of State's Bureau of Population, Refugees, and Migration and SAF. In total, **(56)** Thai Government officials received training on psychosocial service provision for migrants, including trafficked persons. Six trainings were held on developing art therapy activities, deep listening skills, and counselling skills for migrants, including victims of trafficking.

SAF Thailand entered into an implementation agreement with the Raks Thai Foundation tasked with reducing vulnerability to gender-based violence and trafficking among women migrant workers in Chonburi and Rayong provinces. As part of project staff orientation and capacity building, a two-day workshop was organized for **(12)** Raks Thai staff. To ensure they were fully prepared to implement the SAF project on building the language skills of women migrant workers (see Output 1.4), staff built their capacity on monitoring and reporting and on communication.

In **Viet Nam**, Safe and Fair has started a review of existing relevant training materials in and with Department of Overseas Labour (DOLAB) of the Ministry of Labour, Invalids and Social Affairs. Based on the review, existing DOLAB and SAF materials will be used for conducting training within DOLAB to better enable officials to provide services and other support to women migrant workers, especially those facing violence, abuse and exploitation.

Safe and Fair initiated its work towards ensuring sex disaggregation of labour migration statistics in ASEAN. Safe and Fair provided awareness on the importance of sex-disaggregated data to **(18)** focal points from nine countries (**Brunei Darussalam, Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Thailand and Viet Nam**) at the "Fifth Technical Meeting of Focal Specialists on International Labour Migration Statistics in ASEAN", a meeting hosted in Bangkok by the ILO TRIANGLE in ASEAN project (see also Output 3.2).

SAF tool development

Under Objective 1.2, SAF is working to develop several tools that will – when finalized and rolled out – provide sustainable capacity and knowledge on ERAW and gender-sensitive labour migration policies and practice. Three such examples are:

In Indonesia, SAF worked with Migrant Workers Network (JBM) to develop gender-responsive guidelines for labour attachés, and another set of guidelines for unions, on their roles and responsibilities for implementation

of Law 18/17. Similarly, a Code of Conduct was developed on the roles and responsibilities of the Government for implementation of Law 18/17. These will be finalized in 2020.

In Myanmar, SAF is working with the Myanmar Overseas Employment Agency Federation (MOEAF) to build a module called “Safe and Healthy Migration”, which will be added to the pre-departure orientations that MOEAF members roll out to migrant workers leaving Myanmar. SAF staff conducted two pilot trainings with women migrant workers to test the manual and to assess the level of knowledge of women going to Japan, a newly opened up country of destination for Myanmar migrants. Consultations were held with 42 women migrant workers in two training centres run by recruitment agencies. Women in the pilot trainings asked for SAF to develop a safe migration curriculum for migration to Japan (ILO MRCs in Myanmar currently only have information tailored to Malaysia and Thailand). SAF began developing this curriculum in 2019. It will be finalized in 2020, and will address issues that women migrant workers asked for, including:

- what to do in cases of violence and harassment at home and at work;
- whom to contact in case of violence or abuse;
- how to be in control of one’s own communications and documents;
- financial management;
- labour rights and entitlements in Japan; and
- feminine hygiene and mental health while away.

SAF in the Philippines initiated a collaboration with the Philippine Overseas Employment Administration to develop the “Handbook on the Overseas Filipino Workers Act (Republic Act 11227)”. The handbook, which is in the draft stage, is mandated by law to provide updated and systematic information on the rights and responsibilities of Filipino migrant workers, including laws, policies, benefits and services provided in the Philippines and by embassies and consulates abroad, including benefits and services for survivors of violence (see also Output 1.1).

Skills training for women migrant workers

Skills training contributes to women migrant workers’ access to decent work. Where women migrant workers have practical job skills, they can overcome persistent gender inequalities in education and at work, and they have a better chance of accessing better quality work, better working conditions, better pay, and safer workplaces free of violence. With skills, women have

more power.

Partnering since 2018 with the **Cambodian** Ministry of Tourism, SAF⁴³ has developed an apprenticeship manual (set of 16 manuals⁴⁴) and an apprenticeship programme on work in the tourism sector (1) as a programme to prevent violence against women migrant workers, who can face multiple forms of discrimination⁴⁵. With youth unemployment and under-employment rates in Cambodia compounded by patriarchal norms, 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 domestic work, construction and service sectors. With the adoption of the ASEAN Mutual Recognition Arrangements (MRAs) in selected professions, tourism is one sector where labour mobility within ASEAN will potentially be made easier. The programme is supporting women's access to skills training and apprenticeships in tourism. A workshop led by the Ministry of Tourism⁴⁶ for stakeholder feedback was held in 2019. Trainings of trainers will be conducted using this manual in 2020, following which potential and returnee women migrant workers will be trained⁴⁷. These initiatives provide women – including survivors of violence and victims of trafficking – with alternative opportunities for employment nationally (without having to forcibly re-migrate) and also provide women with access to better employment opportunities (as a VAW prevention measure). SAF inputs into the manual also addressed some gender stereotypes that were being reinforced through earlier training materials, which in themselves could have perpetuated or legitimized patriarchy and the culture of violence against women.

Raks Thai Foundation, SAF's implementing partner in Thailand, is developing a language skills curriculum to be delivered to women migrant workers in 2020

43 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 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).

44 The 16 manuals are a total of 2,800 pages, and thus are not annexed with this report. They are on file with the SAF Regional Office team and available upon request.

45 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.

46 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 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).

47 Once the Ministry of Tourism begins training women in 2020, this will count and be reported as a result against Indicator 1.2.2. Process results are reported here for 2019.

through a consultative process with women migrant workers⁴⁸. This curriculum is aimed at empowering women migrant workers in the Thai language, enabling them to know their rights, protect themselves from violence and abuse due to lack of communication with employers, and supporting them in their access to services. It will also include functional literacy and leadership skills that will benefit 600 women migrant workers and an additional 150 of their family members in 2020. Thai language trainings are the most commonly asked for training by women migrant workers. Language skills are also essential for women to negotiate for rights and working conditions.

SAF Thailand also began work towards building skills in the construction sector, with a tripartite-plus consultation focusing on women migrant workers' skills opportunities, as well as their safety from violence on worksites and in employer-provided accommodation. Sexual harassment in the construction sector at work sites and domestic violence against women migrant construction workers have been raised in SAF forums and research. Skills development trainings will be one means to empower women to access better

48 Raks Thai conducted a participatory gender and vulnerability needs assessment in 2019.

working conditions, as well as serving as a good entry point to discuss issues of violence, harassment, undocumented migration and trafficking⁴⁹

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 related to women’s labour?

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

Ex. verb without an object: *Migrant women succeeded in their efforts to **organize**, forming a union in the manufacturing company.*

Ex. verb with an object: *Union leaders **organized** women migrant workers into the union, increasing and diversifying the union’s membership base.*

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. 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. 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.

See Annex G – stories 3, 5 and 8 about women migrant union and association leaders.

⁴⁹ See the event press release at: https://www.ilo.org/asia/media-centre/news/WCMS_723403/lang--en/index.htm.

During the reporting period, SAF organized women migrant workers and strengthened unions and associations. In 2019 SAF formed⁵⁰:

- one new migrant domestic worker network in Malaysia, which will be fully inaugurated in 2020;
- one new platform of 13 existing women/domestic worker organizations in Singapore;
- two Communities of Practice in the Philippines involving 12 migrant worker associations and family circles in Mindanao and 14 in Visayas; and
- one union-run MRC in the Lao People's Democratic Republic, and one in Malaysia.

SAF supported nine trade unions in **Indonesia, Lao People's Democratic Republic, Malaysia, and the Philippines** during 2019 to undertake various activities, from organizing women migrant workers and providing vital MRC services, to undertaking advocacy campaigns and participatory research (see Annex N). During the year, SAF strengthened partnerships with unions, as well as workers' associations, migrant associations, and domestic worker associations, by signing agreements and/or building capacity in **Indonesia, Lao People's Democratic Republic, Malaysia, Philippines, Singapore and Thailand**.

Organizing women migrant workers

The International Domestic Workers' Federation (IDWF) in 2019 concluded participatory mappings to assess possibilities for and barriers to organizing migrant domestic worker communities in **Malaysia, Singapore and Thailand**. Done with women migrant domestic workers and their representative CSOs⁵¹, these initiatives helped provide 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.

The mapping processes involved migrant domestic workers, making the mappings more than a compilation of information, as they also served to empower women's voices, strengthen organizing and provide evidence to form the basis of IDWF's strategy.

In addition to this, in **Malaysia** IDWF held the consultation "Organizing Indonesian migrant domestic workers in Malaysia" with 24 participants from

12 trade unions, domestic workers organizations and NGOs, and 14 migrant women domestic workers. This consultation resulted in domestic workers:

1. suggesting a training course on public speaking;
2. setting up an agreed place where they can meet and gather regularly and safely (so they can strategize, share any abuses and violence, and seek support from each other when faced with violence, abuse or exploitation); and
3. suggesting a formal membership system⁵².

Domestic workers are left out of many labour laws, and they typically work in isolated households that are not currently governed by legislation, leaving domestic workers vulnerable to violence, abuse, exploitation and even death. Through its work, IDWF helps network domestic workers, including migrant domestic workers, and in this effort took the voices of domestic workers to lawmakers.

SAF supported domestic workers via community advocacy platforms in Malaysia and through the outreach and organizing/networking of Indonesian women migrant workers in Malaysia⁵³. This was achieved through IDWF-supported inclusion of women migrant domestic workers in policy advocacy, as elaborated above. Organizing Indonesian women migrant domestic workers in Malaysia took place through regular in-person outreach and through the creation of online communication platforms. IDWF started outreach in parks and via social media, and by July **(40)** women domestic workers were members of their WhatsApp group, and **(79)** were members of the Facebook group.

From August to December, women migrant workers themselves had developed their self-confidence to the point of being leaders and being able to take up roles as organizers, forming four area-organizing teams in Kuala Lumpur and organizing bimonthly outreach to other domestic workers. They reached **(116)** women migrant workers in 2019, challenging harmful social norms and gender stereotyping, and were mentored by IDWF staff in the process. These women leaders engaged in community dialogues with other domestic workers

⁵² In Q1 IDWF also formed relationships with organizers, trainers and women domestic workers through a series of focus groups and discussions with the following organizations: SERANTAU, NGAPAK Community, PAWON Community, NTT Catholic Church (KKI), PJ Group and Prikitiw. The needs of each group as well as eight potential leaders were identified.

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

to support social norm change and build confidence.

One network of Indonesia domestic workers was established as an advocacy platform to promote gender-equitable norms, attitudes and behaviours (see box below “SAF results at the grass roots”).

Public security concerns for migrants in Malaysia meant that more outreach and networking has not been prudent or possible. The networked women domestic workers are diverse – full time, part-time, live-in and live-out domestic workers. Social media groups are serving as platforms to post information related to IDWF activities, to share news, and to share information related to domestic workers. The platforms have been active, as workers are also reporting cases of violence and abuse, and discussing ways to handle them in the group.

SAF results at the grass roots: New domestic workers’ network PERTIM¹

At the end 2019, as a result of trainings outreach and meetings, a core group of migrant domestic workers in Malaysia had increased their knowledge, confidence and commitment and started to understand that domestic workers suffer specific problems regarding the working conditions in their sector, not only as migrants,² in regard to their working conditions in the sector, but also as women and as workers. By consensus they made a decision to establish an Indonesian migrant domestic workers organization named Persatuan PRT Indonesia-Migran (PERTIM). Members have not decided whether to form as a union or association, and currently it is a network. However, unless the trade law is amended in Malaysia, migrant domestic workers will not be able to register as an independent union. IDWF, PERTIM and partners are therefore focusing advocacy not only on the domestic workers’ bill (see Output 1.1), but also on reform of the trade union law.

¹ 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.

² There are other groups of Indonesians in Malaysia, such as SERANTAU, that are not sector specific.

In the Philippines, SAF built two stakeholders’ networks – called Communities of Practice – among local government and 12 migrant worker associations and family circles in Mindanao and 14 in Visayas working to ensure women migrant workers’ safe and fair migration (see the list of groups in Annex N, also section Strengthened partnerships in the governance of the programme). These community advocacy platforms are part of the strategy in strengthening

and consolidating the partnerships among these groups around the SAF agenda of increasing the organizing and networking of women migrant workers, returnees and their families at the local level in key regions of the country. Therefore, a large number of provincial branches of trade unions and migrant associations were networked into SAF's Communities of Practice. In 2019 members of the Communities of Practice participated in SAF capacity-building (see Output 1.2) and also helped with "May I Help You?" campaign information dissemination (see Output 3.3below).

In **Singapore**, IDWF is working through the domestic workers' group KARTINI as well as Humanitarian Organization for Migration Economics (HOME). In 2019, KARTINI reached out to 13 other Indonesian groups and they have agreed to create a platform called "*Suara Kita*". The IDWF team in Malaysia conducted regular mentoring concerning the new platform in Singapore, with specific meetings in September, October and December. The dialogue held among the *Suara Kita* members in September included 120 persons, including Indonesian domestic workers and representatives of recruitment agencies and the Indonesian Embassy. Through community advocacy platforms the domestic workers lobbied both the recruitment agencies and the Indonesian Government to influence policies and implementation related to overcharging of recruitment fees, as well as lobbied for better and increased services provided by the Indonesian Embassy in Singapore.

SAF **Thailand** is working with trade unions to encourage organizing and complaints support for women migrant workers in the construction sector. In late 2019, SAF held a trade union consultation in Thailand, "Consultative Meeting of Trade Unions on Trade Unions' Work Relating to Women Migrant Workers". In total, 23 trade union leaders attended and agreed to work with SAF to support women migrant workers in construction. Unions expressed deep concern over the harassment women experience in employer-provided worker accommodation in the construction sector, and the juxtaposition of those experiences with the fact that no or very few complaints/cases of violence or harassment are filed with unions. They noted further concern over current large construction sites, including one in central Bangkok reportedly employing over 10,000 migrant workers, and committed to continued close collaboration between NGOs and unions as an effective practice for raising violations to authorities.

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 and for cross-border union membership. They also need to be equipped and on the same page on issues related to:

- violence and harassment in the world of work;
- gender equality in the context of migration and work;
- women's empowerment;
- women's leadership; and
- ILO Convention No. 190.

Thus, at the regional level, SAF and the ILO Bureau for Workers' Activities (ACTRAV) are working to produce a manual for trade unions on organizing women migrant workers, with a focus on the **ASEAN** region. The manual will highlight issues of violence against women and be tailored to unique dimensions of organizing in ASEAN and strive for gender equality and greater inclusion of women and migrants. It will highlight 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 (see also section 3.2.3.1).

Learning exchanges for women migrant leaders are a key way to build cross-border networks, referrals, and organizing. IDWF implemented its exchange programme in November 2019 with two leaders from PERTIM in **Malaysia** travelling to **Indonesia** to visit IDFW affiliate member JALA PRT in Jakarta (1). The two leaders from Malaysia were capable and confident in presenting to Indonesia-based counterparts about migrant domestic workers' situation in Malaysia, and they were able to take away key learnings of what to adopt in their group in Malaysia. They shared learnings during PERTIM monthly members meetings in Malaysia.

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.

Following baseline research projects mapping services being provided to women migrant workers in geographical areas of SAF focus in **Indonesia, Lao People's Democratic Republic, Malaysia, the Philippines, Thailand** and **Viet Nam** (see Output 3.1.3), SAF has entered into partnerships with key organizations to operate Migrant Worker Resource Centres (MRCs) in **Cambodia, Lao People's Democratic Republic, Malaysia, Myanmar, Singapore** and **Thailand**. In Cambodia, following the experiences of another ILO project, the SAF MRC partnership is being focused on government collaboration. Similarly, in Myanmar the services of SAF MRCs are provided by relevant government departments.

While the scope of services provided by MRCs varies depending on the location and capacity of partners, specific SAF interventions include increasing knowledge of and access to support services⁵⁴ as follows:

- Case management services, including legal aid, counselling, shelter and referrals to other service providers, including violence against women (VAW) service specialists;
- 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 1.2⁵⁵);
- Conducting trainings to build the capacity of MRC staff, front-line 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 trafficking in persons, and to enhance their effectiveness at delivering services (see Output 1.2).
- Building the skills of women migrant workers.

Through the above, SAF is piloting a SAF model of MRC services.

⁵⁴ 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.

⁵⁵ When women migrant workers are leaders of an organization, their training numbers are recorded under SAF Indicator 1.2.1.

Support services and legal aid provision

By the end of the year, implementing partners were able to increase knowledge of and access to support services for **1,251** women migrant workers (out of a total of 1,734 migrant workers and their families)⁵⁶. This included legal aid, counselling, peer support meetings, and outreach and information dissemination activities.

Cambodia

SAF has signed an agreement with the National Employment Agency (NEA) to run an MRC in Siem Reap, and work started in December. Implementation agreements with the Provincial Department of Labour and Vocational Training (PDOLVT) in Siem Reap, as well as the NEA and PDOLVT in Kampong Thom are under negotiation and are expected to be finalized by Q1 2020.

Links between the NEA and PDOLVT MRC are crucial. While 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. PDOLVTs are key front-line 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. PDOLVTs cooperate with the NEA to collect case information, facilitate referrals and provide follow-up support. PDOLVTs also complement the NEA's outreach work by disseminating information on safe migration and on private recruitment agencies that are duly registered under the Government, as well as conducting coordination meetings and capacity-building trainings among relevant provincial stakeholders.

In relation to the work under Output 1.1 (see section above), SAF is supporting the Government of **Indonesia's** drafting of subordinate regulations to Law 18/17. Key advocacies that were successfully integrated into the subordinate regulation covering the LTSA (One Stop Integrated Service) were:

- the provision of legal and psychosocial counselling and dissemination of employment-related information in local communities; and
- government cooperation with non-government organizations in providing these services.

⁵⁶ 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.

To support the implementation of the subordinate regulation, SAF Indonesia will establish MRCs in select districts following the passing of the subordinate regulation (expected in the first half of 2020).

In the **Lao People's Democratic Republic**, SAF has entered into partnership with Lao Federation of Trade Unions for:

- Operation of an MRC in Savannakhet Province, which includes case management services, establishing community support networks for women migrant workers and their families, as well as outreach and awareness activities in four districts in the province targeting women in the garment sector and recent graduates who may potentially work overseas;
- Capacity-building trainings for MRC staff and other front-line service providers in Savannakhet, Champassak, Luangprabang and Xaiyaboury;
- Conducting provincial level events in Savannakhet in celebration of International Women's Day, Labour Day, International Domestic Workers Day, International EAW Day and International Migrants Day with a focus on highlighting the contribution of women migrant workers, addressing negative perceptions, and raising awareness about safe migration, violence against women and trafficking in persons

SAF disseminated information materials among women migrant workers in celebration of International Labour Day. In collaboration with trade unions and other stakeholders, "Travel Safe" materials were disseminated to **(100)** women migrant workers.

In **Malaysia**, SAF entered into a partnership with the Malaysian Trades Union Congress (MTUC) to run MRC services in Johor, and on a cost-shared basis (with ILO's TRIANGLE in ASEAN project) in Kuala Lumpur. The collaboration involves providing migrant workers with legal assistance, trainings and outreach activities on labour rights, violence against women and trafficking in persons. MRC Johor has a particular focus on providing support services, including forming a local support group for women migrant workers. The MTUC will also organize women migrant workers into their trade union. Moreover, SAF will build the capacity of MRC staff on gender-responsive services, VAW services, as well as reaching out and organizing women migrant workers. In the first two months of implementation, MTUC MRC Johor has provided counselling and legal aid services to (558) migrant workers (including **208 women**). Among

these, the Johor MRC was able to assist **(1)** woman migrant worker to resolve a complaint⁵⁷.

SAF is also collaborating with Persatuan Sahabat Wanita Selangor (PSWS), a Malaysian civil society organization that works with local and migrant women workers in plantation, electronics, domestic work and informal sectors, and which collaborates closely with other workers' and women's groups to advocate for gender equality. The agreement was signed in November, and internal preparatory activities were conducted in 2019. Implementation of activities will commence in 2020.

In December, PSWS organized an International Migrant's Day event in Kuala Lumpur targeted at raising awareness on the rights of migrant workers in Malaysia, as well as the rights of domestic workers under the ILO Domestic Workers Convention, 2011 (No. 189). The event was attended by 80 migrant workers (**51 women**) from Cambodia, Indonesia, Nepal and the Philippines. The outreach event was also an opportunity for migrant workers of different nationalities to interact with each other and strengthen networks. It was a multi-lingual event conducted in Bahasa Malaysia, English, Bahasa Indonesia, and Khmer.

The International Domestic Workers Federation (IDWF) has delivered information about domestic workers rights to **(119)** Indonesian women migrant domestic workers via newly formed WhatsApp and Facebook networks (see also Output 1.3). IDWF also produced a leaflet for Indonesian domestic workers in Malaysia. Titled "*Kenai Hak-Hak Sebagai Pekerja Rumah Tangga*" ("Know your rights as a domestic worker"), it contains information about domestic worker rights according to ILO Convention No. 189. IDWF reached **(250)** women migrant domestic workers with the leaflets and information in Malaysia.

In **Myanmar**, the SAF team reached out to **(300)** women migrant workers and their families with information pertaining to safe migration and violence against women. SAF knows that one of the most important pieces of information that women migrants need during the migration route, is contact details of available service providers to contact in case of distress, including exposure to violence and abuse. For this reason, SAF has produced a contact list for Myanmar migrants in 2018. Initiatives continue with potential and return women migrant workers to give them information on CSOs and labour organizations to contact if they need any support.

⁵⁷ SAF Specific Objective Indicator 1.2.

SAF Myanmar is establishing MRCs with MOLIP's Labour Exchange Offices (LEO) in Aunglan, Hinthada, Loikaw and Monhyin in 2020. SAF conducted preparatory trainings with state and village stakeholders (see Output 1.2). Due to the lack of sufficient space, ensuring confidentiality at the current LEO buildings, SAF is in the process of supporting construction of an additional room for each of the MRCs in Aunglan, Loikaw and Monhyin which will provide women a safe space to come and discuss issues in case of violence and abuse. The MRC in Hinthada is expected to open in Q1 2020, with the other 3 expected to be open in Q2 2020.

In the **Philippines**, SAF laid the ground for MRCs to be set up in 2020 through the forum "Labor Migration, Domestic Work and Trafficking", which was co-organized by the Ministry of Labor and Employment of the Bangsamoro Autonomous Region in Muslim Mindanao (MOLE-BARMM), and the ILO.

SAF signed an agreement working with Humanitarian Organization for Migration Economics (HOME), a civil society organization that provides shelter, psychosocial services, legal aid, and referrals to women domestic workers in **Singapore**. HOME also works with women domestic workers to empower them as community leaders and advocates. The collaboration with HOME includes:

- 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;
- Conducting trainings for migrant domestic workers on labour rights;
- 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;
- Networking migrant domestic workers into support groups;
- Trainings to first responders and case workers on providing distressed women workers with options and appropriate services;
- Organizing a dialogue between women migrant workers and relevant stakeholders in Singapore.

The implementation agreement was signed in November. The first month was focused on internal preparatory activities, and work commences in January

2020.

In **Thailand**, SAF provided information to **(90)** women migrant workers through a series of four workshops at the annual MAP Foundation Women's Exchange Get Together, with a 2019 theme of "Women's Safety in the World of Work". The trainings addressed what women migrant workers can do when they face occupational safety and health risks, including violence against women, as well as how to organize and have a voice through forming Worker Welfare Committees in their workplaces, per Thai labour law.

SAF in Thailand continued its partnership with the IOM to provide food and shelter to 144 Myanmar Muslim migrants and trafficked persons **(89 females)**⁵⁸ 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. Key services included:

- 144 persons (89 women) were provided with primary health consultations.
- 131 persons (84 women) were provided with psychosocial counselling.
- 37 persons (31 women) benefitted from monthly self-empowerment activities. Self-empowerment activities included sessions on self-esteem and self-value, as well as income-generating activities.
- A range of non-food and water, sanitation, and hygiene (WASH) items were distributed on a monthly basis.

Skills development and certification

Skills development and certification is a form of violence against women (VAW) prevention. With higher levels of skills, women migrant workers have more negotiating power and a better market position, making them less dependent on brokers and potentially abusive employers.

In **Cambodia**, **(44)** potential and returnee women migrant workers in hotel services (out of a total of 93 persons) were assessed for recognition of prior learning (RPL) in Siem Reap through work by the Ministry of Tourism⁵⁹.

⁵⁸ Figures refer to Myanmar Muslim women and trafficked persons supported across the 2018 and 2019 reporting periods (participants who received support in both years are not necessarily mutually exclusive in these figures). This project included women and girls, men and boys.

⁵⁹ They were assessed in Level 1 for CATC Certificate II.

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. Further RPL assessments are taking place in 2020.

In **Thailand**, SAF is working with the Raks Thai Foundation, a civil society organization that will provide skills trainings to women migrant workers and their families (see Output 1.2), and provide case referral services as women's needs become apparent through the conduct of the trainings.

During the reporting period, Raks Thai conducted a "Gender and Vulnerability Need Assessment" by interviewing 32 people for focus group discussions in Rayong and Chonburi. The results will be used to develop inclusive functional literacy and leadership curriculums and training programmes that will benefit woman migrant workers and their family members in Chonburi and Rayong. These skills training activities will be carried out in 2020.

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.

Law and policies reform⁶⁰

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

- Third **Cambodia** National Action Plan to Prevent Violence against Women;
- Second Five-Year National Plan of Action of the **Lao People's Democratic Republic**;

- **Thailand** National Action Plan to End Violence against Women; and
- **Viet Nam** Legislation Addressing Sexual Violence against Women.

SAF also contributed to the signature of an **Agreement between Viet Nam and Cambodia on Anti-Human Trafficking and Assisting Victims (1) and the related joint plan of action for its implementation**, signed by the Ministry of Public Security of Viet Nam and the Ministry of Women's Affairs of Cambodia. The agreement consists of four areas of focus:

1. Coordination for implementation of the Agreement;
2. Prevention of human trafficking;
3. Implementation of standard operating procedures (SOPs) of the two countries on victim identification and repatriation; and
4. Coordination in investigating and arresting human trafficking criminals.

The Joint Plan is a milestone to foster cross-border interventions in prevention and response to trafficking in persons in the two countries. In **Cambodia**, SAF, in collaboration with the Cambodian National Committee for Counter Trafficking, has contributed to a multi-country policy dialogue among labour-sending countries on the protection of undocumented migrant workers⁶¹. The dialogue, attended by 68 representatives of government agencies and civil society organizations from Cambodia, Lao People's Democratic Republic and Myanmar, strengthened cross border collaboration and partnerships promoting a survivor-centred rights-based approach for prevention, law enforcement and victim protection between the countries. In the **Lao People's Democratic Republic**, within the framework of the Regional Parliamentarians' Meeting on the Prevention of Violence against Women and Girls⁶², SAF presented the main actions that parliamentarians can undertake to effectively prevent violence against women and girls, based on leading global evidence. Regular engagement with parliamentarians is important to build their understanding on gender equality and violence against women – understanding that is useful for supporting policy advocacy efforts concerning relevant legislation.

In **Viet Nam**, SAF provided technical and financial contributions to a Ministry of Justice-led study to assess the current status of enforcement of existing normative frameworks on sexual violence and harassment against women

⁶¹ Financial support for the meeting was co-funded with the Cambodian, Lao and Myanmar governments, the EU Delegation to Cambodia, International Justice Mission, Ratanak International and Chabdai.

⁶² The meeting, which was held in Vientiane on 4–5 July 2019, was organized by the Asian Forum of Parliamentarians on Population and Development.

migrant workers. The study was conducted in one target province with a high population of women migrant workers. The study (to be finalized in 2020) identified the gaps in legislation and law enforcement on violence and harassment against women. Based on the outcome of the survey, **Decree 167/2013 on sanctioning administrative violations in the field of security and order** is being amended and supplemented. The draft amendment of the decree has added acts of sexual harassment to sanction and increased the level of sanctions against administrative violations associated with these acts. The Decree is expected to be approved in the first half of 2020.

Research bringing together existing mechanisms to prevent and respond to violence against women, including mechanisms related to women migrant workers across ASEAN, was a key milestone accomplished during the reporting period. With the aim of bridging existing knowledge gaps, SAF conducted a regional scoping study to identify programmatic priorities and key national and regional strategies to address risks of violence and trafficking faced by women migrant workers. Through the scoping studies⁶³, conducted across eight countries in ASEAN, SAF generated critical knowledge on:

- existing policies, frameworks and coordination mechanisms ensuring the availability of quality services to respond to violence against women in the ASEAN region; and
- specific challenges and barriers faced by women migrant survivors of violence while accessing essential services and complaint mechanisms in the country of destination or return (see Output 3.3).

The research framework employed for this project adopted gender-sensitive, women-centred data collection tools and analytical frameworks. The researchers collected data from women migrant workers, service providers, public officials and civil society organizations, providing an overview of the concrete challenges and priority areas to strengthen approaches to preventing and responding to violence faced by a mobile population.

The research findings explored and reviewed the extent to which women migrant workers have access to quality and coordinated services addressing violence against women in the region. Its findings also enabled the programme team to identify strategic entry points, key partners and stakeholders working in the fields of EVAW, labour migration and trafficking, including existing coordination bodies and referral mechanisms. The research findings have also enabled SAF to identify legal and policy opportunities for the programme to

⁶³ The Scoping Studies are on file with the SAF regional team.

advocate for the inclusion of women migrant workers' concerns.

Adoption of national strategies and action plans

In **Cambodia**, SAF successfully contributed to the elaboration of the Third National Action Plan to Prevent Violence against Women (NAPVAW) 2019–2013, bringing a focused attention on the specific needs of women migrant workers. The Third NAPVAW was developed in response to the lessons learned and challenges from the Second NAPVAW 2014–2018.

In the draft Third NAPVAW, based on SAF's technical recommendations, two guiding principles linking violence against women and migration have been expanded, and specific outputs and indicators focused on violence against women migrant workers have been identified and included in the policy document. The Third NAPVAW, thus, aims to promote coordinated multi-sectoral services, and to develop an SOP in order to ensure better survivor-centred approaches and comprehensive service provision. In addition, based on the Third NAPVAW, laws and policies will be reviewed to close gaps based on the real practice of their implementation, in line with international standards, and a comprehensive data collection system will be developed and implemented to monitor and evaluate its implementation. As of 2019, the NAPVAW is pending for final approval from the Government, and is expected to be officially disseminated in 2020.

The technical support provided by SAF to the Cambodian Government piloted the “Guidance note on the elaboration of migration-sensitive NAPVAWs”, which was developed by the programme during the reporting period, and will serve as a model for future support to governments in the region, such as the Lao People's Democratic Republic and Thailand. SAF also provided technical support to the Cambodian Government to enhance the national system to prevent and respond to trafficking of women. The programme supported elaboration of the Strategic Plan on Counter Trafficking in Persons (1)⁶⁴, ensuring a specific focus on violence against women migrant workers.

64 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 frameworks on VAWG/HP that respond to the rights of all women and girls and are developed in a participatory manner. Per 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 both final NAPs per SAF Indicator 2.1.2, but also draft NAPs. Thus to Spotlight Indicator 1.2.1, SAF reports seven adopted and draft NAPs:

Adopted (1):

The Strategic Plan guides relevant government agencies in Cambodia to combat trafficking in persons in a more efficient and coordinated manner. The Strategic Plan will act as one of the key policy milestone documents for preventing and responding to violence against Cambodian women migrant workers.

Furthermore, SAF technically contributed to enhancing the SOPs of the **Cambodian** Specialist Unit of Anti-Human Trafficking in order to improve gender-sensitive service provision for victims of violence against women, human trafficking and labour exploitation. The SOPs, first published in 2010, were designed for combating human trafficking through investigation, research, rescuing victims, and arresting and sending traffickers to court for law enforcement. SAF is supporting the Government to enhance Chapter III of the SOPs, which focus on survivor-centred interview skills and support for survivors of violence, so crimes are identified and perpetrators can be held to account.

In the **Lao People's Democratic Republic**, SAF provided technical support to finalize the Second Five-Year National Plan of Action on Prevention and Combating of Violence against Women (2021–2025) in cooperation with CARE International Lao People's Democratic Republic and the United Nations Population Fund. SAF advocated for the inclusion of women migrant workers in the NAP, especially providing services for women migrant workers who have experienced violence upon their return. The NAP is expected to be finalized in 2020. The Government has requested SAF to continue providing technical support until the finalization of the NAP.

Cambodia Strategic Plan on Counter Trafficking in Persons.

In draft (6):

Cambodia National Action Plan on Violence Against Women;

Lao People's Democratic Republic National Action Plan on elimination VAW;

Myanmar Annual Work Plan of Violence against Women Technical Working Group;

Thailand Ending violence against women's national action plan;

Viet Nam Safety for Women strategic plan;

Viet Nam National Strategy on Gender Equality.

(Please note that the 12th Malaysia Plan is being reported in Spotlight Indicator 1.1.1 in order to avoid double counting.)

Further, per Spotlight Indicator 4.1.9, the related SAF proportion is 1 of 10 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.

SAF is advocating with the Ministry of Social Development and Human Security in **Thailand** for the development of a new migration-sensitive and survivor-centred National Action Plan on the Elimination of Violence against Women. The process of developing the NAP in Thailand has varied in its pace of work. Through the provision of technical support, the programme will be contributing to framing the ongoing discussion around the nexus between migration and violence against women and trafficking.

In **Malaysia**, on behalf of the United Nations Gender Results Group, SAF elaborated a strategy paper on *SDG 5: Access to Sexual and Reproductive Health and Violence against Women services by Migrant Workers* collecting evidence towards the need of legislative and regulatory reforms to enable women migrant workers access to sexual and reproductive health services. Through this paper and together with the *Strategy Paper on Labour Migration in Malaysia* (see also Output 3.1), the programme has strategically supported the elaboration of the 12th Malaysia Plan (2021–2025).

In **Myanmar**, SAF provided technical inputs to the Annual Work Plan of the Violence against Women Technical Working Group to ensure the inclusion of women migrant workers as one of the target groups during national-level initiatives and actions organized to ensure access to quality, coordinated services. The Technical Working Group, chaired by the Department of Social Affairs, under the Ministry of Social Welfare, Relief and Resettlement, was established to implement the Myanmar National Strategic Plan for the Advancement of Women 2013–2022, with a specific focus on the elimination of all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual exploitation and other types of exploitation.

In **Viet Nam**, SAF has provided substantive contributions to the ongoing national dialogue on the theme “Safety for Women”, launched by the Viet Nam Women’s Union and the Viet Nam Academy of Social Science, by preparing a technical review and recommendations on “International and regional commitments on addressing violence against women migrant workers” (see Output 3.1 and Annex F). The analysis put a spotlight on challenges as well as promising practices promoted to protect and empower women on the move and create safe spaces during the migration cycle. As a result of the dialogue, key stakeholders in Viet Nam recognized the importance of including prevention and response to violence against women migrant workers in any effort to ensure safety for women at work, in life, and in public and private spaces.

Further in **Viet Nam**, the Government is reviewing the implementation of the National Strategy on Gender Equality for the period 2010–2019, and drafting

thematic priorities for the National Strategy on Gender Equality for 2020–2030. SAF has been advocating for the inclusion of violence against women migrant workers as one of the priorities for the National Strategy 2020–2030.

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.

SAF scoping studies reflect the extent to which women migrant workers experience intersecting forms of discrimination in the country of destination and upon return (see Output 3.3). The studies investigated gender-biased attitudes, norms and practices related to violence against women embedded in discriminatory cultural and social patterns perpetuated by front-line service providers. The research findings confirmed the need for strengthening the capacity of front-line service providers in delivering coordinated quality services to women migrant workers. The research also revealed the importance of enhancing the capacity of labour actors, including labour attachés and embassy officials, to understand EVAW in the context of migration. Focus group discussions and key informant interviews revealed that, often, embassy officials are the first contact point for women migrant workers experiencing abuses. The research findings also confirmed the need for promoting specific tailored approaches in addressing violence against women migrant workers, according to the specificities of each migration corridor as well as women's needs at each stage of the migration cycle. Information system strengthening

Lessons learned from the process of collecting data on violence against women migrant workers during the scoping studies (see Output 3.3) once again bring forward critical, ethical and safety challenges related to collecting data on migrant women. Data on violence against women migrant workers need to be carefully collected through specific tools able to safeguard the individuals involved in the data collection process. The scoping studies revealed that there is no country in ASEAN with a harmonized system of data collection on violence against women migrant workers. Hence, SAF is advocating for and providing technical support to governments and civil society service providers with respect to the principles of ethics, safety and confidentiality related to information and data collection, so as to improve the safety of women migrant workers.

In recognition of the importance of collecting and analysing data on violence against women migrant workers, SAF Cambodia trained service providers on how to collect and analyse VAW data, with a specific focus on women migrant workers. The training “Statistics on Gender and Violence against Women, including Women Migrant Workers” was organized with 44 participants from CSOs working on violence against women, trafficking and migration issues⁶⁵. The participants came up with individual and organizational actions that they will take as a reflection of the workshop.

In the **Philippines**, SAF provided technical support to the Interagency Council on Violence against Women and Children, which in alignment with its action plan is updating and harmonizing VAW intake and referral forms. SAF Philippines’ proposal to integrate violence against women migrant workers – and particularly their migratory status – in VAW intake forms has been adopted in the recent draft of the VAW forms. This is currently being piloted in selected Women and Children’s Protection desks of the Philippine National Police.

At the national level in **Viet Nam**, the programme continues supporting Peace House Shelter, operating under the Center for Women and Development, to increase its capacity to collect migration-disaggregated data on survivors of all types of violence, thereby increasing their capacity to properly identify, respond to and refer women migrant workers. According to SAF’s analysis of data, the capacity of Peace House Shelter’s personnel remains limited and data is not collected in a consistent and systematic way. The findings of the data analysis outlined the need for providing further technical support in the data collection process and in analysis, through the provision of back-to-back support to Peace House Shelter’s personnel. The final report, including all research findings, will be ready in 2020.

Referral mechanisms

Based on the findings of the scoping studies, which highlight the lack of coordination among stakeholders addressing violence against women migrant workers, a multi-year regional capacity-building strategy was developed. It aims to enhance coordination for a better response to the needs of women migrant workers at the regional, national and subnational levels. As part of the strategy, SAF developed a training module on coordinated quality services for women migrant workers subject to violence (see also Outputs 2.4 and 3.1)

⁶⁵ Per Spotlight Indicator 5.1.5 – Number of women’s rights advocates with strengthened capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG.

and piloted it in Cambodia, Indonesia, Philippines, Thailand and Viet Nam.

To build the momentum and advocate for the importance of quality, coordinated services to address violence against women migrant workers across ASEAN, as well as an exchange platform for good practices and knowledge, SAF organized a multi-stakeholder regional dialogue on “Coordinated Quality Services for Ending Violence against Women Migrant Workers”, attended by government officials, employers, trade unions, recruitment agencies and CSOs from nine countries in ASEAN. The programme also issued a policy brief highlighting, among others, the importance of having national, local and (wherever possible) cross-border referral mechanisms (see also Output 2.4). As a result, SAF was requested to provide technical support for the enhancement of local referral pathways in Cambodia, Philippines, Thailand and Viet Nam. SAF will continue enhancing capacities on coordinated quality service provision and continue providing technical support to the establishment of referral pathways in coming years, based on the lessons learned in 2019.

In **Thailand**, at the provincial level in Mae Sot on the Thailand–Myanmar border, SAF conducted a consultation meeting in partnership with the Ministry of Social Development and Human Security and the Office of the Attorney General focused on front-line service providers working in the fields of health, social and justice services, with the aim of enhancing the existing referral system through an assessment of existing challenges and needs. During the consultation, all 39 stakeholders in attendance endorsed the need for strengthening the capacity of front-line service providers to provide quality services to women migrant workers. To meet this need, SAF organized two trainings later in the year, including one at the provincial level on providing quality services, which targeted front-line service providers (see Output 2.4). Based on the recommendations from the consultation meeting, SAF Thailand has been developing and finalizing local SOPs on violence against women (VAW) prevention and response for the context of Mae Sot. The SOPs will focus on women migrant workers, aiming to strengthen the VAW coordination and referral mechanisms in the target area. The draft SOPs incorporated inputs from the participants of a workshop on VAW service coordination (see Output 2.4), and will be completed in 2020. They are expected to be adopted by local authorities at the provincial level in Tak Province.

In **Indonesia**, a workshop on SOPs for the services and mechanisms of P2TP2A (Integrated Service for Women Empowerment and Protection) was organized in Cirebon District, West Java. Through the workshop, SAF provided inputs to expand the existing SOPs to include women migrant workers, especially

those who have experienced violence and trafficking. The new SOPs will broaden the number of stakeholders to include labour and migration actors. The SOPs are expected to be finalized and utilized in West Java, and will be adapted for East Java in 2020. Based on the SOPs, SAF is currently developing referral mechanisms in three target areas in Indonesia.

In **Cambodia**, SAF contributed to a discussion and review of the zero draft of the Referral Mechanism Guidelines for Victims of Human Trafficking. Led by the Ministry of Social Affairs, Veterans and Youth Rehabilitation, 64 participants from relevant ministerial departments and front-line service providers at the national and subnational levels discussed the concept of the referral mechanism and the roles and responsibilities of participating ministries. Moreover, as an initial step to enhance referral mechanisms in Cambodia, SAF built a directory of available services at the national and provincial levels for women migrant workers who have experienced violence and/or trafficking in persons. The service directory covers all 25 provinces in Cambodia, and provides contact information for job referral and placement agencies; psychological, legal, and medical counselling services; vocational training; shelters; and embassies in common destination countries, as well as regional organizations in ASEAN working on women migrant workers' rights and protection. The service directory will regularly be revisited to keep the information up to date. In 2020, the same practice will be adapted for other SAF programme implementation countries, with the aim to compile a regional service directory for ASEAN.

In the **Philippines**, SAF has engaged the Interagency Council on Violence against Women and the Interagency Council against Trafficking on enhancing existing referral mechanisms on violence against women and trafficking in order to better integrate and respond to the needs of women migrant workers – taking into account the different stages of migration. The needs of establishing a referral mechanism emerged during a series of trainings organized by SAF (see Output 2.4), and the mechanism would serve as a convergence between VAW and trafficking service provider organizations and key stakeholders. Based on recommendations from the trainings, SAF is engaged in ongoing discussions with the local interagency councils on establishing a referral mechanism.

In **Viet Nam**, SAF discussed with the Ministry of Public Security the existing gaps in the local referral mechanisms for cross-border migrants subject to violence and trafficking. SAF will support the Ministry to develop a guidance for local referral mechanisms and to run a pilot in two provinces.

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.

At the regional level, SAF contributed to connecting networks of women’s groups, community-based organizations and social partners during the Regional Dialogue on “Coordinated Quality Services for Ending Violence against Women Migrant Workers” (also see Indicator 2.4.2). Specifically, during this key programmatic event, 26 CSOs, NGOs and women’s movements, together with 14 workers’ associations widely contributed to showcase women’s voices and experiences in this regional arena. Moreover, the dialogue strengthened their capacities to support the integration of ending violence against women (EVAW) into the development plans of the labor migration, health, justice and police sectors. To amplify women migrant workers’ voices and experiences, keeping up with the role of CSOs in the Spotlight Initiative, discussions were started in the regional workshop. A Safe and Fair Reference Group of CSOs will be formed in 2020 (see Annex AA), and will serve to strategically engage civil society, enabling exchanges around the linkages between labour migration, EVAW and trafficking across ASEAN. It will also contribute to bringing focused attention to the interests of women migrant workers, ensuring the application of the “leave no one behind” principle. The terms of reference have been finalized and members are being identified.

For an impact story on SAF work with front-line service providers, see story from the field no. 7 in Annex G.

Community-based violence and trafficking prevention activities, including Information dissemination to women migrants⁶⁶

At the **country level**, SAF has engaged with community-based and women-led organizations/networks to prevent violence against women migrant workers and trafficking by providing information to women migrants and

⁶⁶ 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.

their families. SAF entered a partnership with CARE Cambodia to establish peer networks in two **Cambodian** provinces (with networks in Thailand), thereby facilitating information sharing on women migrant workers' issues, including violence. SAF **Myanmar** is also initiating peer networking activities through a formal partnership with Women's Organizations Network Myanmar in the Kachin, Kayin and Taninthayi regions. In the **Philippines**, SAF has partnered with the Women's Legal and Human Rights Bureau and the Center for Migrant Advocacy to provide information to women migrant workers and to strengthen referral mechanisms for a better provision of essential services for women migrant workers. Further, SAF **Viet Nam** partnered with the Viet Nam Women's Union to support women's networks and to disseminate information on women migrant workers' issues, including violence⁶⁷.

In **Indonesia**, the programme enhanced the capacity of 11 branches of five CSOs, NGOs and women's networks working in West Java through trainings on the linkages among ERAW, trafficking, and migration, as well as information about women migrants' rights, including ERAW. This capacity building enabled the groups to effectively provide information directly to women migrant workers by organizing community-level outreach activities, thereby contributing to ensuring Indonesian women's SAF migration (see also Output 1.2). Specifically, in 2019 a total of **(6,023) Indonesian** potential and returnee women migrant workers were informed about their rights and opportunities in the context of labour migration. Potential and current women migrant workers were provided information on a range of topics including labour rights, women's rights, available services, migration procedures, financial literacy, women's economic empowerment and case handling. Information was distributed through the following local branches of Indonesian organizations:

- SBMI Cirebon provided information on labour rights and women migrants' rights to 39 women, and also disseminated information through a local radio to increase outreach of women migrant workers.
- SBMI Sukabumi provided information to 405 women on migrant workers' rights.
- SBMI Karawang, in collaboration with local authorities, provided direct information on labour rights to 28 women.
- SBMI Cianjur reached 26 women through its information dissemination service.

⁶⁷ This partnership agreement was signed in November 2019, but the work will proceed after final approval of the Government.

- Garda BMI Cianjur and Garda BMI Indramayu informed 512 women migrant workers and 33 women migrant workers, respectively.
- Garda BMI Majalengka and Migrant Care Jawa Barat informed 319 women and 49 women, respectively, on migration procedures, financial literacy, women migrant workers' rights, and services available in the destination countries.
- PPSW Pasoendan Sukabumi informed 1,369 on financial literacy and women's rights, while PPSW Cianjur reached 514 women.
- SPB Tatar Sunda reached 1,330 women.
- The Indonesia Welfare Trade Union Confederation (KSBSI) and Bale Istri provided information to 4 and 105 women, respectively, on labour rights and migration procedures.
- KAMI Cirebon shared information on women's economic empowerment to 20 women migrants.
- Mawar Baldis shared information with 1,182 women focused on migration procedures and how violence and trafficking cases are handled.
- Migrant Care Indramayu shared information on labour rights, available services at common destination countries, and case handling with 88 women.

For an impact story on SAF work with CSO networks, see story from the field no. 3 in Annex G.

"My organization provides information about violence against women, including trafficking, and available services in case of abuses. We also make sure we tell women migrant workers about migration procedures, labour rights, women's rights, and financial literacy. By working with the Safe and Fair programme, I can proudly say, now we have deepened our knowledge on violence against women migrant workers. This allows us to give better information to others including where to seek support."

**– Jejen Nurjanah, social worker,
SBMI (Indonesia Union for Migrant Workers), Indonesia**

Output 2.4

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.

The scoping studies found that quality of services, including the language used by front-line service providers, was identified as one of the main obstacles to access to services by women migrant workers in destination countries.

“There are plenty of services for the victim, but the quality of services is not good enough yet, as they are limited.” – **Cambodia**

“Police awareness on VAW is limited. Police will often refer back to village chief mediation on VAW cases.” – **Lao People’s Democratic Republic**

“We’re not as coordinated as we would like to be. We are actually progressing in terms of having MOUs [memorandums of understanding] for police department and also with the Attorney General. But I think these MOUs need to be translated into more technical detail.” – **Indonesia**

“It’s very difficult for even a Thai NGO to reach the migrant woman in cases where she has been raped and harassed. And so, it’s very important to have someone talking the same language and woman-to-woman.” – **Thailand**

- Quotes from the SAF Scoping Study

Services provided to women migrant workers⁶⁸

In order to advocate for enhanced coordinated quality services to respond to violence against women migrant workers in countries in ASEAN, SAF organized a Regional Dialogue on “Coordinated Quality Services for Ending Violence against Women Migrant Workers” attended by 120 participants from nine ASEAN countries working on EVAW, trafficking, and/or labour migration, including representatives of groups facing multiple and intersecting forms of discrimination. Stakeholders jointly identified ways to improve coordination mechanisms, cross-border cooperation and referrals across ASEAN countries,

and developed common strategies across ASEAN to make migration a more empowering and uplifting experience for women and their families by addressing violence and the threat of violence. As a result of the Regional Dialogue, 28 recommendations were jointly developed and summarized in a policy brief⁶⁹ (see Output 3.1 and Annex L), which is being used by SAF for further advocacy. The Regional Dialogue was also an opportunity to enhance the capacities of a wide range of partners (80 government officials, 14 workers' organizations and 26 CSOs) on human rights and gender-equitable norms, attitudes and behaviours towards women migrant workers.

“With the Safe and Fair Programme now women migrant workers know who to contact in case of violence. Information makes women migrant workers safer when they migrate and live abroad, and when they return home.”

– **Normita Tena, Vice President,
United Domestic Workers of the Philippines**

“When we work together, we can be more effective. Building networks in the region will be beneficial for women on the move.”

– **Mr Cherdasak Hiransirisombat, Deputy Attorney General,
Office of the Attorney General, Thailand**

Among the results of the Regional Dialogue, **Viet Nam**'s Ministry of Foreign Affairs requested SAF's support in enhancing the capacities of Foreign Service Officials working overseas and of embassy officials globally to better assist citizens – including women migrant workers – who have been exposed to violence. This request demonstrates the importance of organizing regional dialogues for experience sharing across countries and of connecting the circles of actors focused on EAW and labour migration. The subsequent training in Viet Nam was the first of a series of initiatives engaging foreign service officials that are planned for 2020. The training, attended by 95 Vietnamese consulate officials, strengthened their capacities to provide supportive responses to women migrant worker survivors of violence, for instance, through appropriate communication tools and techniques.

⁶⁹ Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2020/01/coordinated-quality-services-for-ending-violence-against-women-migrant-workers>.

“Addressing cases of trafficking [and] violence against women require us to open all our ‘antennas’, get all support possible, do it with our hearts, with determination to resolve it. Otherwise, the case will prolong and never end.”

**Mr. Le Tuan Anh, Head of Protection of Citizen Abroad Division,
Consular Department, Ministry of Foreign Affairs, Viet Nam**

As part of a multi-year regional capacity-building strategy aimed at enhancing quality and coordination for a better response to the needs of women migrant workers, SAF developed four training curricula within the reporting period:

- One aimed at delivering coordinated quality services to women migrant workers who have been affected by violence (see Output 3.3 and Annex H);
- One aimed at strengthening the capacity of service providers to provide quality services (see Output 3.3 and Annex I); and
- Two aimed at strengthening the capacity of health service providers and Ministry of Foreign Affairs officials (consular, labour attachés) in delivering quality services. (see Output 3.3 and Annexes J and K)

Using the above curricula, during the reporting period, **(1330)** front-line service providers in Cambodia, Indonesia, Malaysia, Philippines, Viet Nam and Thailand strengthened their abilities regarding coordinated quality services and survivor-centred approaches for women migrant workers subject to violence. The trainings enabled 1,101 key government officials working at the national and/or subnational level in the field of ERAW and migration to be better equipped with skills and knowledge on coordination and on the importance of advocating for the integration of violence against women migrant workers’ issues into the development plans of the labour migration, health, social and justice sectors.⁷⁰ Furthermore, through the trainings, 154 representatives from CSOs, NGOs and women’s movements acquired new skills on survivor-centred approaches and on the importance of multi-stakeholder coordination, so as to be able to engage in the development of new national policies and to advance the human rights agenda. After the trainings, the trained front-line service providers assisted **(1,413)** women

⁷⁰ 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.

migrant workers with quality services in Cambodia, Indonesia, Philippines and Thailand.

Below we report the details of the trainings organized, country by country.

In **Cambodia**, SAF, in collaboration with the Cambodia National Committee for Counter Trafficking and the Cambodian National Police and Royal Gendarmerie enhanced the capacities of a total of 337 front-line service providers on the intersectionality among labour migration, trafficking and violence against women; applying a survivor-centred approach to interventions; and how to ensure better coordination for quality service provision to women migrant workers.

“This is the first time I have had a chance to join a training like this. If I were allowed to attend a few more similar training courses, I would be able to become a trainer.”

– Police officer, Kampot Town of Kampot Province, Cambodia

“Now I know that confidentiality and privacy are key principles for dealing with cases of trafficking. I did not know about this before.”

– District Council Member and Chair of the Committee for Consultation on Women’s and Children’s Affairs, Cambodia

“The training was very useful. Now, I am able to understand the different roles of service providers in supporting victims of trafficking and sexual abuse. Thanks to this training, I am now more aware of how to help survivors. Before this training, I only followed the advice of the police.”

– Chief of Office of Women’s Affairs of Suong Town, Tbong Khmum province, Cambodia

After the trainings, the trained staff of the Poipet Transit Centre, among others, provided services to 174 women migrants, with increased capacity to apply a survivor-centred approach when interviewing trafficked persons, identifying crimes, and providing counselling and shelter services for survivors.

In **Indonesia**, SAF organized seven trainings on delivering quality services for women migrant workers subject to violence and trafficking, enhancing the capacities of 189 front-line service providers from different departments and CSOs in Bandung, Cirebon and Jawa Barat. The trainings focused on:

- How violence against women affects women migrant workers;
- How to communicate with survivors;
- How to provide basic psychosocial support;
- How to manage violence against women cases; and
- How to facilitate cross-border service provider networks that will lead to establishing standard operating procedures (SOPs).

With enhanced knowledge from the training, in 2019 the trained front-line service providers assisted 308 women migrant workers.

“This workshop is very important for us as an organization that provides services and referrals for women victims of violence and trafficking. The agreed standard operating procedures will help us enhance our services, which will benefit survivors of violence especially migrant women by having more access to quality health services in our district.”

– Saadah, Programme Manager,
Mawar Balqis (Women Crisis Center in Cirebon District), Indonesia

In **Malaysia**, SAF in collaboration with UNODC, organized two National Dialogues on “Coordinated Quality Services to Respond to the Needs of Women Migrants Experiencing Violence and Trafficking” in Kuala Lumpur and in Penang with 62 participants in total. The Dialogues provided an opportunity to share existing practices and experiences relating to service delivery for victims of human trafficking and violence. Participants included representatives from law enforcement agencies; the Ministry of Women, Family and Community Development; and key CSOs offering services to victims of human trafficking. During the Dialogues, participants learned about the linkages between migration, violence against women and human trafficking (see Annex M).

SAF **Philippines** conducted three trainings for 122 participants, including front-line service providers, government officials working both at the local and national level, recruitment agencies, women’s rights organizations with services on violence against women and trafficking, migrants’ groups, and labour unions. The trainings specifically focused on coordinated quality service provision for women migrant workers, especially how legal, medical and psychosocial sectors could coordinate better through an improved referral system. After the trainings, in 2019 a total of 875 women migrant

workers received assistance from front-line service provider organizations whose representatives attended the SAF Philippines training.

“This [Safe and Fair training] is a good reminder to all of us, to understand the whole journey of the woman migrant worker. Often, we simply do “intake and refer” but in the training, we realized that these women migrant workers have been through a lot. We need to be more sensitive and survivor-centered - we need to show compassion and be there for them throughout the process.”

– **Sr. Mary Ann L. Guevara, DC, Coordinator,
Diocese of Ipil Pastoral Care for Migrants & Itinerant People (DIPMI),
Zamboanga Sibugay, Philippines**

In **Thailand**, SAF organized three trainings, thereby enhancing the capacities of a total of 238 front-line service providers from government, CSOs and women’s networks. Among them, a “National Workshop on Coordinated Quality Services for Ending Violence against Women” that was also attended by participants from the Lao People’s Democratic Republic served as an opportunity to identify concrete strategies to enhance cross-border cooperation between Thailand and the Lao People’s Democratic Republic in the field of VAW service delivery, including violence against women migrant workers.

Furthermore, a training on “Delivering Coordinated Quality Health Services to Women Migrant Workers Experiencing Violence Against Women” was organized targeting health service providers from 33 hospitals and health centres at provincial, district and sub-district levels. Finally, SAF **Thailand** held a consultative workshop that provided an opportunity for government front-line service providers from 10 piloted districts of Bangkok to share and discuss experiences, approaches, best practices and challenges related to coordination mechanisms and service delivery to women and girls who have experienced violence, focusing on women migrants. After the trainings, health service providers – including medical doctors and nurses in the Mae Sot Hospital – reported that they provided better informed medical assistance to 56 women migrants.

“Many organizations have worked together on referring cases of violence against women. It would be good to work from what we have and make it better – enhance the coordination of different sectors to make Mae Sot really safe and fair for all groups living here.”

–Mrs Rungphet Mungmit, Social Worker,
Mae Sot Hospital, One Stop Service Crisis Center,
Tak Province, Thailand

In **Viet Nam**, a total of 128 front-line service providers were trained by SAF in 2019 using two training curricula aimed both at strengthening the capacity of service providers to deliver coordinated quality services to women migrant workers who have been affected by violence (see Output 3.1 and Annexes I and H).

“The Safe and Fair Programme is giving us an invaluable opportunity to think about something that we didn’t think about before, and to talk to people that we normally haven’t seen as partners, such as labour migration actors and consulate actors that provide citizen protection abroad. Safe and Fair has already initiated a new platform for better coordination, and I believe this training will be a milestone for better coordinated services for women migrant workers.”

– Ms Do Anh Cham,
representative of Center for Women and Development

Furthermore, SAF in **Viet Nam** organized trainings in Da Nang and Ho Chi Minh City for 134 central and provincial justice officials on adopting rights-based and survivor-centred approaches to handling cases of violence against women, including women migrant workers. The trainings were conducted in collaboration with the Ministry of Justice.

“Gender stereotypes are prevalent, but when these are held by justice officials, it generates huge negative impacts on the lives of women who came to us to seek justice. We should be the ones who ensure that the doors to access justice systems are widely open for all survivors including women migrant workers.”

– Ms Le Thi Van Anh, Deputy Director,
Department of Criminal and Administrative Law,
Ministry of Justice, Viet Nam

Joint task forces⁷¹

A key objective of the programme is bringing together diverse stakeholders through the creation or expansion of joint task forces (among other strategies) to build their understanding that while women migrant workers may gain agency, increase their income and make positive contributions to the community and country, unfortunately many are also still subject to violence and abuse that must be addressed. In **Cambodia**, SAF supported the expansion of subnational gender-based violence working groups from 10 to 18 provinces, discussing violence to women migrant workers as part of gender-based violence experienced by Cambodian women.

In the **Philippines**, SAF led the establishment of one (1) task force on promoting a campaign on safe migration pathways for women, named the NPAC Task Force on Campaigns. The task force is composed of representatives from 12 government agencies, the private sector, labour unions, CSOs, NGOs and women’s movements, who joined forces to share online inspiring stories of women migrant workers from the Philippines and to conduct face-to-face awareness-raising activities on safe and fair migration, including through active engagement of front-line service providers, training institutions and other key stakeholders. Furthermore, SAF **Philippines** advocated for establishing an interagency task force specific to women migrant workers who have been subject to violence. It was discussed during a multi-stakeholder meeting with members of the existing local Interagency Council on Violence against Women and the local Interagency Council against Trafficking in Davao City, Philippines.

⁷¹ 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. Under this indicator, SAF reports two joint tasks forces: (1) in the Philippines, Task Force on safe migration campaigns; and (2) in Viet Nam, Working Group on coordinated quality services to address violence against women migrant workers.

In **Viet Nam**, SAF led the establishment of one (1) working group on coordinated quality services aimed at addressing violence against women migrant workers, with the objective of enhancing exchange of information and expertise among key partners.

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 109⁷² government and civil society organizations (67 of which are CSOs⁷³) 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 is 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.

Starting in 2018, SAF continued to identify critical gaps in knowledge and evidence, and undertook cutting-edge research and the development of other knowledge products. These were shared with stakeholders and media outlets.

⁷² Note that this list includes trade unions, CSOs (inclusive of associations, academic institutions, mass organizations), and government organizations.

⁷³ The 67 CSOs referenced here are inclusive of associations, academic institutions, and mass organizations.

As part of the overall programme approach, SAF finalized its research strategy for five years (Annex AB).

As referred to in Objectives 1 and 2, in 2019, SAF produced and disseminated the following **(20)** research studies and knowledge products to stakeholders⁷⁴. 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.

1. A strategy paper contributing to the 12th **Malaysia** Plan (2021–2025) titled “SDG #5: Sexual and Reproductive Health and Rights (SRHR) and Violence against Women Migrant Workers (VAWMW)⁷⁵”;
2. Brief on “Public Attitudes Towards Migrant Workers in **Malaysia**” (Annex R);
3. Leaflet “Kenali Hak-Hak Sebagai Pekerja Rumah Tangga (PRT)” (“Know your rights as a domestic worker”), in Bahasa **Indonesia**; distributed in **Malaysia** (Annex S);
4. **Viet Nam** technical paper: “Các cam kết quốc tế và khu vực về xóa bỏ với bạo lực đối với phụ nữ và nữ lao động di cư quốc tế và một số khuyến nghị” (“Vulnerabilities of Women Migrant Workers, and International and Regional Mandates, Policies addressing Violence against Women Migrant Workers”), in Vietnamese language. The book is a compilation of documentation of good practices, studies and guidance on working on women’s safety, with topics including transport, urban planning, trafficking, and domestic violence. SAF is ensuring inclusion of ending violence against women migrant workers (EVAWMW) in this book, and submitted a chapter about EVAWMW. The inclusion of the EVAWMW in the book is important knowledge for the Viet Nam Women’s Union to increase awareness of violence against women migrant workers at national and provincial levels (Annex F, and see also Output 2.1).
5. Report: *Public Attitudes towards Migrant Workers in **Japan, Malaysia, Singapore and Thailand***⁷⁶;
6. Report: *Mobile Women and Mobile Phones: Women Migrant Workers’*

⁷⁴ Per Spotlight Indicator 5.2.1 – Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision making.

⁷⁵ Internal to the Malaysian Government. On file with SAF team.

⁷⁶ Joint publication with ILO TRIANGLE in ASEAN project. Available at: https://www.ilo.org/asia/publications/WCMS_732443/lang--en/index.htm.

Use of Information and Communication Technologies in ASEAN⁷⁷;

7. Training Module on Quality Coordinated Services (Annex H, and also Output 2.4)
8. Training Module for Front-line Service Providers (Annex I, and also Output 2.4);
9. Training package for coordinated quality services in the health system (Annex J);
10. Training package for responding to violence against women migrant workers for Foreign Service Officials (Annex K);
11. Policy brief following the SAF Regional Dialogue on “Coordinated Quality Services for Ending Violence against Women Migrant Workers” (Annex L);
12. Meeting report on “Labour mobility between Asia and the Arab States: Sharing of experiences and progress under the Bali Declaration with specific focus on women migrant workers” (Annex E);
- 13–20. (8) country posters featuring the available data on violence against women in **Cambodia, Myanmar, Indonesia, Lao People’s Democratic Republic, Malaysia, Viet Nam, Thailand and the Philippines** (Annex T).

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 17 translations were completed, including:

- The “16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers subject to Violence” was translated into six (6) national languages in **Cambodia, Indonesia, Myanmar, Philippines, Thailand and Viet Nam**. The brief (in English plus the languages above) was shared with service providers in countries of origin and destination and was made available online for public use⁷⁸. The dissemination of these resources serves as a milestone to increase common understanding of the importance of providing quality multisectoral services to women migrant workers subjected to any types of violence during the migration cycle (Annex U).
- The “Safe and Fair: Realizing Women Migrant Workers’ Rights and

⁷⁷ Available at: https://www.ilo.org/asia/publications/WCMS_732253/lang--en/index.htm.

⁷⁸ Available at: https://www.ilo.org/asia/publications/WCMS_732253/lang--en/index.htm.

Opportunities through the SDGs” was translated into **Myanmar** and **Bahasa** language (2)⁷⁹.

- **SAF Indonesia** has translated (1) the Training Module on Quality Coordinated Services into Bahasa Indonesia language (Annex AK).
- **SAF Thailand** has translated two (2) new pieces of legislation, and one (1) guideline relevant to women migrant workers into the English language, namely the amended Labour Protection Act⁸⁰; the Emergency Decree to amend the Anti-Trafficking Act⁸¹; and the Notification of the Labour Welfare Committee on Standards of Accommodation as Labour Welfare for Employees in the Construction Sector (Annex V). These have been shared with partners and uploaded to the Thai Ministry of Labour website as per links. The translations ensure a wide range of actors (including women’s migration stakeholders in migrant countries of origin) have knowledge of new laws and policy. **Thailand** also translated (2) global and regional products, the “Essential Service Package for Women and Girls Subject to Violence”⁸² and the training material “Delivering Coordinated Quality Health Services to WMW experiencing VAW” (Annex W).
- **SAF Viet Nam** has translated (3) new training materials in Vietnamese language: one for consulate officials about responding to violence against women migrant workers (Annex X); a second training material with a rights-based, survivor-centred approach for handling cases of violence (Annex Y); and the last one aiming to provide coordinated quality services for women migrant workers who have been subject to violence (Annex Z).

SAF also contributed to the following national report:

- “**Malaysia UNCT Policy Brief on Labour Migration in Malaysia**” (led by ILO migration specialist) for the 12th Malaysia Plan (2021–2025)⁸³.

Apart from development of knowledge products, in order to support advocacy on behalf of women migrant workers and knowledge sharing among a large group of stakeholders, at the end of 2019 SAF hosted the

79 Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2019/07/safe-and-fair>.

80 Available at: <https://bit.ly/2Zxwbx3>

81 Available at: <http://www3.mol.go.th/sites/default/files/laws/en/row-humantrafficking-eng-23april2019.pdf>

82 Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2017/12/essential-service-packages>.

83 Internal to the government. On file with SAF team.

inter-regional meeting “Labour Mobility between Asia and the Arab States: Sharing of Experiences and Progress under the Bali Declaration with Specific Focus on Women Migrant Workers”. Governments, employers’ and workers’ representatives, women migrant worker leaders, CSOs as well as international development and United Nations agencies from Asia, the Arab States and Africa gathered in Bangkok to exchange knowledge, experience and good practices on labour migration governance, focusing on special needs of women migrant workers. The event brought together over 100 participants in a dialogue on policy challenges and responses and good practices.

See Annex O on how information from the meeting was useful for a women migrant worker leader from the field. See also the meeting report in Annex E.

SAF also supported women migrant workers, their representative women’s organizations, and relevant CSOs 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.

In 2019, SAF supported women migrant workers to be able to take forward their advocacy agendas:

- 74th Session of the United Nations General Assembly – Ms Novelita Palisoc, President of the United Domestic Workers of the Philippines, spoke at the EU–United Nations Spotlight Initiative high-level event: “Progress and Perspectives on Eliminating Violence against Women and Girls”. The event was organized as part of the **United Nations General Assembly** on 26 September. Ms Palisoc shared how she is supporting Filipino domestic workers abroad and returnee migrant workers who return to the Philippines. She acknowledged how the Safe and Fair programme is contributing to her work by bringing together different stakeholders; by creating dialogues among them to ensure quality service coordination mechanisms; and by providing opportunities to enhance her ability to effectively advocate for progress on ending violence against women and girls at the global level through participation in such events. Further at the 74th session of the United Nations General Assembly, SAF contributed video interviews with women migrant workers in Thailand and Viet Nam for the Spotlight Initiative side event on 26 September⁸⁴.

⁸⁴ Available at: <http://webtv.un.org/search/the-eu-un-spotlight-initiative-high-level-event-progress-and-perspectives-on-eliminating-violence-against-women-and-girls/6090008100001/?term=spotlight&sort=date>.

- At the 108th Session of the International Labour Congress, three IDWF representatives – two of whom are migrant domestic workers – attended the groundbreaking Congress where Convention No. 190 was adopted. The women migrant domestic workers from Indonesia and the Philippines lobbied their governments preceding and during the event for a positive vote in favour of adopting Convention No. 190 and Recommendation No. 206 (also see Output 1.1).
- At the SAF Regional Dialogue on “Coordinated Quality Services for Ending Violence against Women Migrant Workers” two women migrant workers from the Philippines and Indonesia shared their stories about migration challenges and opportunities, including the violence they experienced while abroad. Through their stories, they advocated on behalf of their CSO for the need to ensure coordinated quality services provision to women migrant workers in countries of origin and destination (also see Output 2.2, 2.3).
- During a dedicated session of the inter-regional meeting “Labour mobility between Asia and the Arab States: Sharing of Experiences and Progress under the Bali Declaration with Specific Focus on Women Migrant Workers”, five women migrant workers shared their stories and their recommendations for government action (see also Output 1.1). Ms Dina Nuriyati, Head of Research and International Relations at SBMI Indonesia Migrant Worker Union, published a blog on her participation in Bahasa language (1)⁸⁵ (see English language translation in Annex O). The issue of prevention of violence, harassment, abuse and exploitation faced especially by women migrant workers were reflected in the blog. Some employers’ representatives remarked after this session that they had never had a chance to listen to the stories and dreams of women migrant workers.

As part of the Scoping Study, 168 women migrant workers participated in focus group discussions or an online survey in **Cambodia, Indonesia, Lao People’s Democratic Republic, Malaysia, Myanmar, Philippines, Thailand and Viet Nam**, letting SAF know about their migration journeys and exactly what kind of women-centric services they need. Their voices are feeding into SAF’s programme initiatives, campaigns and advocacy, and crucially in the efforts to provide quality essential services.

In addition, during the Asia-Pacific Ministerial Conference on the Beijing

85 Available at: <http://sbmi.or.id/2019/12/sbmi-hadiri-konferensi-regional-di-bangkok-thailand/>

+25 Review, SAF launched the exhibition “Extraordinary Women: Out of the Ordinary”, portraying 16 women migrant workers from Indonesia, Myanmar and the Philippines, and their stories of migration and activism. Through their stories, SAF brought the public’s attention to the specific challenges and opportunities faced by women migrant workers during their migration experience and upon return in their countries of origin. All women portrayed in the exhibition highlighted how they became activists in community-based organizations or women-led organizations and the key role played by such organizations in safe and fair migration. Enhancing national and cross-border networks of community-based organizations is also one of the key objectives of SAF (see Output 2.3).

Engagement with media

Media can communicate data about the situation of women migrant workers; draw international attention to working conditions in sectors employing women migrant workers and encourage public discussion and awareness; and promote the value of women’s work to a broad audience. Through communications and campaigns, SAF has actively pursued opportunities to be featured in the media by promoting its knowledge products; pitching opinion pieces to national, regional and international publications; and issuing media releases. SAF has done this by linking knowledge products and research dissemination activities to key international and national events such as Domestic Workers’ Day, World Day against Trafficking in Persons, and International Migrants Day, as well as large forums such as the Beijing +25 regional meeting.

A notable international event was the International Migrants Day where SAF took the opportunity to launch a new publication titled *Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand*. The launch took place at the International Conference to Commemorate International Migrants’ Day held by the Asian Research Center for Migration of the Institute of Asian Studies at Chulalongkorn University. SAF co-authored an op-ed titled “Bridging the Gap – Steps to Make Migrant Workers Safe” with another ILO project (with which the publication was jointly prepared). The publication was covered by (23) media reports as well as (3) op-eds by national and regional media, namely the *Bangkok Post*, *Malaysiakini*, *South China Morning Post* and *Thomson Reuters*, with the findings and recommendations of the publication explicitly cited. See the Communications and Visibility Annex P for a full list of media reports.

Both through traditional media and other outreach supporting policy advocacy and social norm change, the programme continues to keep a spotlight on the specific needs of women migrant workers, women who may be victims of trafficking, survivors of violence, the need for women's leadership, and violence and harassment in the world of work.

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 started in 2017, 40 per cent of ASEAN country submissions to the International Labour Migration Statistics (ILMS) Database for the year had been sex-disaggregated. This has increased to **(48 per cent)** of submissions made in 2019⁸⁶.

In 2019, before country submissions were made, SAF initiated engagement with national statistics offices, identifying gaps where national partners would welcome technical assistance concerning the disaggregation of data.

The ILO's TRIANGLE in ASEAN project hosted a regional meeting with national statistics offices and other government officials from nine ASEAN countries (see Output 1.2). The meeting – “Fifth Technical Meeting of Focal Specialists on International Labour Migration Statistics in **ASEAN**” – was a forum in which SAF initiated dialogues towards collection of sex-disaggregated data against all indicators of the ILMS Database⁸⁷. 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:

⁸⁶ 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.

⁸⁷ 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.

- 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 have laws restricting surveys to nationals, i.e., not including migrants.

SAF in the **Philippines** held a follow-on to the regional ILMS meeting with the Philippine Statistics Authority, the national agency with a mandate to issue national statistics, including gender and migration statistics. Future work will be conducted with the Government to help shape current survey and administrative instruments and to make them more migration- and gender-sensitive.

Further national level meetings in various ASEAN countries will be conducted in 2020 to increase the sex disaggregation and submission of data. The result will be better informed labour migration policy. When policymakers can see where women are moving and in what numbers, they can respond by, for instance, dispatching higher and proportionate numbers of labour attachés who are women, or negotiate bilateral agreements that safeguard the rights of women. 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 providing training and guidance to national statistics offices on collection of data for SDG Indicator 10.7.1.

Administrative and prevalence data on violence against migrant women

The scoping study research conducted in Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Thailand and Viet Nam highlighted the lack of capacity at the field level for data collection on violence, both administrative data and prevalence data. Capitalizing on the ASEAN Regional Guidelines on Violence against Women and Girls Data Collection and Use and working in collaboration with ongoing UN Women projects, SAF will enhance the capacity of government officials to collect VAW data in the context of labour migration in **Indonesia, Philippines and Thailand**. In 2020, three training workshops will be organized in Indonesia, Philippines and Thailand, and will serve as an opportunity to build a common understanding of and technical knowledge on the importance of respecting

ethical and safety considerations when handling VAW data, considering the very sensitive nature of the data and risks to survivors and service providers. In **Indonesia** and **Thailand**, the ASEAN Guidelines are being translated into local languages.

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.

In 2019 SAF's awareness-raising and outreach activities reached over 1 million members of the public, duty-bearers, and women migrant workers, primarily in ASEAN countries. Since outreach and campaigning requires high visibility, SAF has maximized use of both social media and in-person events at national and regional levels. SAF is continuously advocating for changing negative and stereotypical attitudes and behaviours towards women migrant workers and for ending violence faced by women migrant workers.

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

In total, SAF reached 1,276,471 persons in 2019 through regional and national campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination⁸⁸. Specifically, SAF developed and disseminated seven campaigns at the regional, national and local level, including⁸⁹:

1. “Extraordinary women: Journeys out of the ordinary” – 16 Days of Activism Against Gender-Based Violence, with exhibition and regional campaign;
2. “Who Made This? Behind the scene” – 16 Days of Activism Against Gender-Based Violence, with Thailand-based campaign

⁸⁸ Per Spotlight Indicator 3.2.2 – Number of people reached by campaigns challenging harmful social norms and gender stereotyping.

⁸⁹ 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.

3. “Babaeng Biya(hero) [Woman Voyager and Hero]: Travels, Travails, and Triumphs of Filipina OFWs” – International Day for the Elimination of Violence Against Women and Philippines Safe and Fair Days of Activism campaign;
4. “What’s in Her Bag? Experiences carried by women migrant workers” – Philippines Overseas Foreign Worker Day, Labour Day, and Domestic Worker Day campaign and exhibit;
5. “May I Help You?” – Information booth at Manila, Philippines, airport launch and campaign for safe and fair migration for women migrant workers;
6. Singapore domestic workers’ groups campaign to end overcharging (the charging of excessive recruitment fees to workers);
7. SAF online “Always-On” awareness-raising campaign, with social media highlights especially on International Domestic Workers’ Day, World Day against Trafficking in Persons, International Labour Day, 16 Days of Activism Against Gender-Based Violence, Beijing +25, ASEAN–EU Cooperation and Scholarships Day, International Migrants’ Day, ILO Centenary, International Women’s Day, Philippines OFW Day and Domestic Worker Days, EVAW Day, and International Human Rights Day.

SAF campaigning and outreach through social media has enabled the programme to stay connected with SAF target stakeholders and reach the public at large. In 2019 SAF led frequent social media outreach and campaigns, both at regional and national levels, to change attitudes and behaviours towards women migrant workers and to put discussions about violence against women migrant workers into the public space. For an impact story on SAF campaigning, see Annex G, story 2. Through regional- and national-level⁹⁰ Facebook and Twitter social media accounts, SAF reached a total of **(103,468)** individual users through Facebook and made **(158,750)** impressions through Twitter. Please see the social media analytics data in Annex AC.

Regional outreach and campaigns

As part of the Asia-Pacific Forum on Sustainable Development (APFSD) in March 2019, the EU, Thailand’s Ministry of Labour, ILO and UN Women joined hands to organize a side event: “Decent Work in Southeast Asia: A Debate

⁹⁰ National-level accounts include Indonesia, Philippines and Viet Nam only.

on Inclusiveness and Equality for Migrant Workers”. The debate brought stakeholders who work in the fields of ending violence against women, labour migration and trafficking to the same table to elaborate shared roadmaps across ASEAN to make women’s experiences of migration as empowering and uplifting as possible. The side event at APFSD was attended by more than (50) people. The event was also live streamed through Facebook, with 1,600 Facebook users watching the live-streamed video, among 4,588 users reached⁹¹.

“Great to see the vulnerabilities of women migrants being addressed in ASEAN with the Safe and Fair project!”

– Audience member on Facebook of live-streamed APFSD side event

SAF also conducted an online awareness-raising campaign during Domestic Workers’ Day. Infographics were produced to address public attitudes towards migrant domestic workers. The campaign reached 10,400 Facebook and Twitter users⁹². SAF also co-produced an op-ed with ILO’s TRIANGLE in ASEAN project to raise awareness of the contribution of migrant domestic workers to society, as well as to call on ASEAN Member States to recognize domestic work as formal work and to ratify the Domestic Workers’ Convention, 2011 (No. 189). The op-ed was published by five news agencies (see table 3 and the Communications and Visibility Annex P for links to articles).

On the World Day against Trafficking in Persons, Regional Directors of ILO, UN Women and UNODC jointly published an op-ed about the importance of eliminating trafficking in the region through the elimination of violence against women, early identification systems for victims, and improving access to organizing and information for women migrant workers (see table 4 and the Communications and Visibility Annex P for links).

In conjunction with the Asia-Pacific Ministerial Conference on the Beijing+25 Review and the 16 Days of Activism Against Gender-Based Violence, Safe and Fair launched an exhibition titled “Extraordinary women: Journeys out of the ordinary” to bring to the public stories of women migrant workers’ experiences during migration, including experiences of empowerment and of violence. The official launch of the exhibition was presided by H.E. Mr Pirkka Tapiola, the Ambassador of the European Union to Thailand. The exhibition

⁹¹ Reach defined here as number of Facebook users who have seen the content. The APFSD figures are counted in the paragraph above’s overall total for regional social media reach.

⁹² These figures are counted in the above overall total for regional social media reach.

was also displayed online through website and social media, as well as on site at Thammasat University in Bangkok. The 16 stories in the exhibition sent clear and powerful messages to future women migrant workers, to their employers, and to other duty-bearers to ensure that violence against women migrant workers is prevented as well as to address the need to strengthen labour migration governance and change social norms perpetuating violence against women migrant workers. In 2019 the exhibition reached more than 14,133 online viewers on Facebook and 30,084 impressions on Twitter⁹³ (see the social media analytics data in Annex AC, and event report at Annex AD).

“I think they are very brave to share their stories. I have become more aware of the challenges women migrant workers face through this exhibition. It is important to keep raising awareness and there should be continuous effort to make their migration and working conditions safe and fair. Governments around Southeast Asia should be involved and coordinate for better protection and legislation for all workers, including women migrant workers.”

– Visitor to the “Extraordinary women: Journeys out of the ordinary” exhibit

In the framework of the Asia-Pacific Ministerial Conference on the Beijing+25 Review, SAF organized a side event “25 years after Beijing: Promising practices and successful measures in enhancing safe migration for women workers in ASEAN”. Representing government institutions, recruitment agencies, front-line service providers and women’s activists, the panelists outlined how a well-managed migration experience could significantly improve women’s empowerment despite the existing challenges. During the side event, good practices and reflections on the progress and challenges in relation to women’s migration and violence were shared. During the occasion, a new SAF study *Mobile Women and Mobile Phones: Women Migrant Workers’ Use of Information and Communication Technologies in ASEAN* was also launched (see Outcome 3.1). The event was live streamed through the “UN Women Asia and the Pacific” Facebook page and reached over 1,300 users (see event report at Annex AD).

93 These figures are counted in the above overall total for regional social media reach.

National outreach activities

In **Cambodia**, SAF organized a series of radio talks shows with the Women's Media Center of Cambodia and reached **(16,791)** listeners and viewers online. The talk shows addressed sexual harassment in the workplace against women migrant workers and trafficking of women migrant workers.

In **Indonesia**, SAF joined the second ASEAN-EU Cooperation and Scholarships Day at the ASEAN Secretariat in Jakarta. The SAF booth engaged with **(500)** visitors and raised public awareness of safe and fair migration for women migrant workers.

For the 16 Days of Activism against Gender-based Violence and International Migrants Day, SAF **Indonesia** organized an event "Ensuring Safe and Fair Migration for Women Migrant Workers" with six profiles and stories of Indonesian women migrant workers from the exhibition "Extraordinary Women: Out of the Ordinary" (see regional activities, Output 3.3), monologue performance and panel discussion. The event aimed to promote migration as an empowering experience and to call for the actions of duty-bearers to strengthen and uphold gender-responsive attitudes to protect women migrant workers. As part of the event, the SAF training module "Coordinated Quality Services for Front-line Service Providers" (see Output 3.1 and Annex I) was introduced to advocate for further adoption by the key stakeholders. The event reached an audience of **(4,167)** both online and offline, including 73 participants who attended the on-site event. In **Indonesia**, SAF also campaigned during International Migrants' Day, joining an event co-organized by the ILO Jakarta Country Office and Migrant Care. SAF organized an information booth to increase awareness among women migrant workers and their families on Law 18/17 on the Protection of Indonesia Migrant Workers. SAF also organized a photo exhibition to celebrate the strength of women migrant workers who have become activists in their communities and beyond. There were a total **(121)** participants (73 per cent women) representing government, labour unions, CSOs, women's agencies, and returned women migrant workers.

In the **Lao People's Democratic Republic**, SAF, together with trade unions and other stakeholders, organized a public International Labour Day event. About 700 people⁹⁴ visited the booth, which featured SAF. Visitors included migrant workers who picked up leaflets with safe migration information (see also Output 1.4) and engaged with SAF staff at the booth to play a Q&A game on violence against women migrant workers.

⁹⁴ Because this number is an estimate, it is not included in the results count.

In the **Lao People's Democratic Republic**, in conjunction with celebrations of ILO Centenary and 55 years of Lao membership to the ILO, a public event was organized in partnership with the Lao Government. Approximately 500 people⁹⁵ were engaged in the event. SAF disseminated information to youth groups on safe migration and violence against women. The president of the National Assembly, H.E. Mme Pany Yathotou officially opened the two-day event, which included:

- Panel discussion with guest speakers from different organizations, which provided information on how to prevent and report violence against women. Guest speakers included representatives from the Ministry of Labor and Social Welfare, the National Commission for Advancement of Women and Mother and Child, ILO, CARE International, and the Association for Development of Women and Legal Education.
- Drawing competition themed “Hope and future life of women”; and
- Q&A session and game.

At the national level in **Malaysia**, on International Domestic Workers Day, with support from SAF, SERANTAU co-organized a seminar in collaboration with the IDWF, North-South Initiative, and the Indonesian Embassy in Malaysia. IDWF focused on dissemination of information about domestic work and Convention No. 189. IDWF also introduced the newly adopted ILO Violence and Harassment Convention, 2019 (No. 190) and mobilized SERANTAU members to participate in online social media campaigns. About 30 women migrant workers uploaded campaign material on ending gender-based violence to their social media. It is estimated this content received more than 1,000 likes and 20 shares on Facebook⁹⁶. Domestic workers in **Malaysia** also held a press event in July to raise awareness about the need for new domestic work regulations (see Output 1.1). The press event was hosted by the IDWF (with SAF funding), together with AMMPO and other networked Indonesian migrant domestic workers groups in the Ke Arah 189 Coalition (see table 3 and Communications and Visibility Annex P for links to media reporting). For International Migrants' Day in **Malaysia**, IDWF contributed to a joint event with the Ke Arah 189 Coalition. The event was attended by (46) migrant workers from Cambodia, Indonesia, Nepal and the Philippines, raising awareness on the importance of Convention No. 189 ratification through cultural performances, and also calling for the Ministry of Human Resources

⁹⁵ Because this number is an estimate, it is not included in the results count.

⁹⁶ Because this number is an estimate, it is not included in the results count.

to adopt domestic workers' regulations.

Myanmar commemorated International Women's Day by highlighting the issue of violence against women migrant workers during a commemorative event organized by the Government in Nay Pyi Taw. The event was attended by the First Lady of Myanmar and senior management from relevant ministries, including the Prime Minister, with **(1,468)** total participants. After the Government-led commemoration, the Gender Equality Network, with support from SAF, organized the International Women's Day Commemoration in Yangon, featuring women migrant workers' specific needs and barriers they face during their migration cycle. The second event was attended by more than **(500)**⁹⁷ visitors, including the Yangon Region Chief Social Minister, social influencers and women leaders. On International Labour Day, the **Myanmar** SAF participated in an event attended by more than 5,000 members of the public (including potential migrant workers, factory workers, community members and public leaders) through an information booth set up at an event organized by the Confederation of Trade Unions of Myanmar. Among the visitors, SAF conducted a perception survey on social norms around women's labour migration and violence against women with **(702)** respondents. Results of the survey will be compiled to inform campaigning in Myanmar. On International Domestic Workers Day, the **Myanmar** SAF team met **(500)** potential migrant workers and migrant returnees, and provided information packages on safe migration. To assess the level of understanding among the participants, they were requested to write one resolution related to violence against women and women domestic workers (163 resolutions were collected, see below for samples). At the event, the Yangon Regional Speaker of Parliament and Chairperson of Domestic and External Committee from the Upper House attended.

Voices from the field: "Resolutions" written by potential and returnee migrant workers in Myanmar

"Violence against women is a human right violation, and impunity should not be in place." (Resolution 10)

"The existing laws and policies should be strengthened to protect women migrant workers in the country and abroad." (Resolution 24)

⁹⁷ This is a modest estimation.

To commemorate Myanmar Women's Day the **Myanmar** SAF team organized a panel discussion on "Women migrant workers and their rights" in the conflict area of Kachin State through a collaboration with the Kachin State Women Committee. The panel discussion was attended by more than **(500)** women, including potential migrants, family members of current migrants, internally displaced women, and local communities, as well as the Kachin State Chief Minister and other government representatives. Within the framework of 16 Days of Activism Against Gender-Based Violence, SAF **Myanmar**, together with different United Nations agencies and local gender networks, organized a national event in Nay Pyi Taw, which targeted government departments and parliamentarians. SAF displayed a booth at the event and conducted a perception survey on women migrant workers with **(137)** respondents⁹⁸. In terms of public engagement, SAF Myanmar organized a public event in Kandawgyi Park in Yangon as part of the 16 Days campaign. SAF distributed information, education and communication (IEC) materials and conducted a public survey on gender-based violence and challenges that women migrant workers face with **(300)** respondents. SAF participated in the celebration of International Migrants Day in Yangon⁹⁹. The ILO, together with labour unions, domestic workers and migrant workers' associations, organized the event. SAF in **Myanmar** set up a booth to raise awareness about safe migration and distributed IEC materials. SAF also conducted a survey on challenges faced by women migrant workers and recommendations in response to the challenges with **(200)** respondents.

Another notable campaign was in the **Philippines**. The ILO held a 24-hour Centenary Global Tour, a day-long series of events spanning four continents to mark ILO's 100th anniversary. SAF in the Philippines conducted a performance during the opening ceremony, a theatre piece that portrayed a young woman who knows her rights and employers' responsibilities and is aspiring to work abroad through legal recruitment, which was the key message of the play. The SAF performance was broadcast live globally, and there were **(1,606)** views. On the same day, SAF organized a public forum. The Philippines SAF team and its partners shared key initiatives in combatting violence against women migrant workers, recruitment abuses and labour exploitation. Eight national newspapers and one national television channel published news articles/features on the issue, with total readership/viewers of **(922,600)**. On 5 June, **Philippines** Overseas Foreign Worker (OFW) Day, SAF joined a whole-day event spearheaded by the Philippines Overseas Workers Welfare Administration attended by about 3,000 participants, primarily OFWs, their

⁹⁸ Results of the survey will inform campaigning in Myanmar in 2020.

⁹⁹ Results of the survey will inform campaigning in Myanmar in 2020.

families, and returnees. The event primarily raised awareness about services for OFWs and their families. SAF reached out and provided information to **(150)** participants.

In the **Philippines**, the exhibition “What’s in Her Bag? Experiences carried by women migrant workers” – organized by SAF – invited the public to understand how women migrant workers are contributing to the sustainable development of countries of origin and destination. The exhibition was displayed twice to commemorate International Labour Day and the Philippines’ National Domestic Workers Day, with the aim of putting a spotlight on women migrant workers’ stories and their experiences during the migration cycle, thus challenging gender stereotypes on the nature of women migrants’ work overseas. The exhibition was attended by **(196)** participants.

The **Philippines** SAF team set up a “May I Help You?” information booth as part of the one-stop information desk at the Ninoy Aquino International Airport, Terminal 3. At the booth, women who are currently migrating or planning to migrate can get access information on labour migration, especially on the ways to ensure safe and legal recruitment; how to file cases and complaints; how to receive counselling and legal services in cases of violence; and a list of key contacts. At the launch event in March, **(123)** participants attended, including CSO partners and representatives from Philippines Government agencies, including the Overseas Workers Welfare Administration, the Philippine Commission on Women, and the Commission on Filipinos Overseas. During the event, SAF Philippines put up the “May I Help You?” corner, which in 2019 provided information to approximately **(300)**¹⁰⁰ migrant workers and their families, half of whom were women. SAF Philippines team is continuing to promote the safe migration information cards to its key partners and stakeholders.

¹⁰⁰ This is a modest estimation based on the number of information cards distributed.

Voices from the field: “May I Help You?” airport desk in the Philippines

“I am glad that I am working with the Safe and Fair programme, to support women migrant workers by disseminating information they should know when they go abroad. Now, thanks to the Safe and Fair programme, help is available and is within reach. Government agencies, companies, women’s organizations, civil society organizations and the Safe and Fair programme are supporting women migrant workers. These helping hands are making migration different from before. Now women migrant workers will be safer when they live abroad, and when they return home.”

– Ms Nomita Tena, Vice President,

United Domestic Workers of the Philippines

In July, SAF **Philippines** led the framing, planning and implementing of the ILO–MOLE-BARMM Forum on Labour Migration, Domestic Work and Trafficking. The ILO together with the Ministry of Labor and Employment of the Bangsamoro Autonomous Region in Muslim Mindanao (MOLE-BARMM) organized the Forum with 153 participants. In all, **(100)** workshop kits that included SAF flyers and handouts on women OFWs were given to the participants. SAF in the **Philippines** delivered the keynote presentation at the EROPA-CIFAL #TAG Migration Talk: “Unpacking the Balikbayan box”. The event was live streamed globally to the CIFAL and Eastern Regional Organization for Public Administration (EROPA) networks, with **(30)** people in the studio audience. The video was also made available online on YouTube, with **(1,076)** views (as of 30 September 2019), as well as launched at the EROPA international conference “International Conference on the Future of Public Administration”. This weeklong conference was organized by the EROPA and the University of the Philippines’ National College of Public Administration and Governance in Quezon City, and was attended by around 250 public administration scholars and practitioners¹⁰¹ from across Asia and the Pacific.

SAF **Philippines** team launched the national campaign “Babaeng Biya(hero) [Woman Voyager and Hero]: Travels, Travails, and Triumphs of Filipina OFWs” to commemorate the International Day for the Elimination of Violence Against Women and to commence the Safe and Fair Days of Activism. The campaign title “Babaeng Biya(hero)” is a play on the Filipino term *biyahe*, meaning “journey”, by creating a portmanteau with the word “hero”, which migrant

¹⁰¹ Because this number is an estimate, it is not included in the results count.

workers are often regarded as being. The entire migrant experience was taken as a journey, with a Filipina OFW as the main protagonist – or hero – in her own story. The campaign recognized women migrant workers’ inherent right and capacity to promote their voice, choice and agency. The exhibit was open until International Migrants Day at the Ayala Mall Manila Bay. There were **(45)** attendants participating in the launch. The culmination of the campaign was the “Days of Activism: A Migrants’ Cultural Night”, an event organized by SAF in partnership with the Spanish Embassy, overseas Filipino groups, and the Inter-Agency Committee of Month of Overseas Filipinos (IAC-MOF)¹⁰². The event was attended by **(105)** people, with an additional **(1,100)** reached via social media.

SAF in the **Philippines** participated in the Asian Development Bank (ADB) special panel on “Promoting gender equality in workplaces through the elimination of harassment against women”. The event was organized by the ADB Gender Thematic Group in commemoration of EVAW Day. SAF



Safe and Fair: Realizing women migrant workers’ rights and opportunities in the Association of Southeast Asian Nations (ASEAN) region is part of the Spotlight Initiative to eliminate violence against women and girls, a global, multi-year initiative between the European Union (EU) and the United Nations (UN). Safe and Fair is implemented through a partnership between the ILO and UN Women (in collaboration with UNODC) with the overriding objective of ensuring that labour migration is safe and fair for all women in the ASEAN region. ©Photo: UN Women/Younghwa Choi

participants¹⁰³. SAF **Philippines** also took part in the Manila International Dialogue on Human Trafficking¹⁰⁴. At the Dialogue, SAF set up a booth where the SAF video was played and (50) “May I Help You?” cards and SAF project flyers were distributed.

To commemorate the Month of Overseas Filipinos, SAF **Philippines** and the IAC-MOF agreed on there being a national trade fair during the day, and an SAF-organized Babaeng Biya(hero) cultural event in the evening, which marked the 2019 Philippine celebration of Migrants Day. The event was attended by approximately 200 people¹⁰⁵. Safe and Fair was also featured on the **Philippines** ABS-CBN News Channel, which covered migrant workers (OFWs) whose stories were included in the exhibit “Extraordinary Women”. The video of the news had (842) views¹⁰⁶.

In **Singapore**, through IDWF’s work with HOME, SAF campaigned to end overcharging (i.e., the charging of excessive recruitment fees to workers), and brought allies to the campaign through a meeting held on the issue toward the end of 2019.

In **Thailand**, the event “Spotlight on Women Migrant Workers” with an exhibition “Who Made This? Behind the scene” was organized in partnership with Winrock International (see Annex N). The event targeted youth as change-makers in advocating for the rights of women migrant workers among their peers and families. This was done through an exhibition of five selected stories of women migrant workers in the agriculture, construction, domestic work, fishery and horticulture sectors; interactive activities¹⁰⁷; and a panel discussion. The event allowed participants to learn about the connection between their daily lives and the lives of migrants, especially women migrant workers, and how participants can help advocate for the rights and fair treatment of migrants. In addition to the on-site event, a series of social media activities were organized. In total, the event reached an audience of (56,348) people, including 156 participants for the on-site event.

In **Viet Nam**, the programme supported the launch event for the “Safety for Women” campaign by the Viet Nam Women’s Union to commemorate International Women’s Day. The launch was attended by the Prime Minister

¹⁰³ Because this number is an estimate, it is not included in the results count.

¹⁰⁴ This event was a public forum organized by the Inter-Agency Council Against Trafficking (IACAT). SAF was a part of the IACAT preparatory committee in framing and planning the event.

¹⁰⁵ Because this number is an estimate, it is not included in the results count.

¹⁰⁶ See link to the video: <https://www.youtube.com/watch?v=hKRZvLOlIXo&feature=youtu.be>.

¹⁰⁷ These activities were adapted from the UN Women “Change-Makers Toolkit: A young activist’s toolkit for ending violence against women and girls”

and other key government officials. During the event, SAF disseminated information on the situation of women migrant workers in the ASEAN region and the risks they are exposed to during the migration cycle. The event was attended by **(200)** participants¹⁰⁸. SAF **Viet Nam** worked with a national TV channel and proposed safe migration for women to be the topic of focus for International Migrants Day. SAF provided information on the issues – especially the challenges – that women migrant workers face during labour migration, as well as the gaps in policies and service provision for women migrant workers. The reporters of the national TV channel created a video report of cases to highlight these challenges. It was aired on International Migration Day as the news item “Today’s Issue”¹⁰⁹. An on-site event as well as Facebook live streaming were organized to commemorate the 16 Days of Activism in **Viet Nam**. During the National Symposium on Health and Sexuality, SAF presented on how the issue of violence against women migrant workers is invisible in society, and advocated for strengthening national data systems to better capture the issue. The symposium was attended by 300 participants, and the live streaming of the presentation was watched by **(3,400)** users on social media.

Monitoring and evaluation mechanisms

In 2019 SAF completed its Baseline and Target Setting Report, conducted by Monash University. The field work for this report covered the eight primary countries targeted by SAF, and involved tripartite stakeholders, CSOs and many women migrant worker interviewees (Annex AG).

¹⁰⁸ The number of participants is a modest estimation.

¹⁰⁹ The news report can be viewed at: <https://vtv.vn/video/van-de-hom-nay-18-12-2019-411260.htm>.

Results framework

See Annex A for the full results framework. Throughout the above results reporting narrative, numbers included in the results framework are marked in bold and with parentheses, i.e. “**(1)**”.

Beneficiaries

Table 1
Beneficiaries

Indicative numbers	Direct (Targeted) ^{1,2}	Indirect (Targeted)	Direct (Actual) ^{3,4,5}	Indirect (Actual)	Comments/ Justifications
Women (18 yrs. and above)	73,650 women ⁶ (of whom 68,130 are women migrant workers ⁷)	Approx. 10 million women migrants ⁸	2019 = 10,019 women ⁹ (of whom 8,897 are women ¹⁰ migrant workers); Cumulative 10,484 women (of whom 9,327 are women migrant workers)	TBD at endline	See footnotes
Girls (5-17 yrs.)	n/a	n/a	2019 = 25 girls; Cumulative = 40 girls ¹¹	n/a	See footnotes
Men (18 yrs. and above)	5,520 men ¹²	n/a	2019 = 1,413 men ¹³ (of whom 454 are migrant workers); ¹⁴ Cumulative 1,452 men (of whom are 457 migrant workers)	TBD at endline	See footnotes
Boys (5-17 yrs.)	n/a	n/a	2019 = 29 boys; Cumulative = 51 boys ¹⁵	n/a	See footnotes
TOTAL	79,170 (of whom 68,130 are women migrant workers)	n/a	2019 = 11,486 (of whom 8,922 are women and girl migrant workers) Cumulative = 12,027 (of whom 9,367 women and girl migrant workers)	TBD at endline	See footnotes

1 “Target groups” per prodoc include: “Current, potential and returnee women migrant workers; ASEAN Member States’ government authorities; ASEAN institutions; workers’ organizations; employers and recruitment agencies; civil society organizations; community-based organizations; families and communities; research institutions and academia, media networks, youth, and the general public.”

2 Note that though “general public” are a SAF target group and targeted through SAF campaigns, our data on persons reached through campaigns is not sex-disaggregated. The target of women and men to be reached through campaigns is 500,000 persons. In 2019 SAF reached 1,276,471 men and women in the general public, and cumulatively as reached 1,424,568 women and men in the general public (See Indicators 3.3.1-2).

3 “Target groups” per prodoc include: “Current, potential and returnee women migrant workers; ASEAN Member States’ government authorities; ASEAN institutions; workers’ organizations; employers and recruitment agencies; civil society organizations; community-based organizations; families and communities; research institutions and academia, media networks, youth, and the general public.”

4 Note that though “general public” are a SAF target group and targeted through SAF campaigns, our data on persons reached through campaigns is not sex-disaggregated. The target of women and men to be reached through campaigns is 500,000 persons. In 2019 SAF reached 1,276,471 men and women in the general public, and cumulatively as reached 1,424,568 women and men in the general public (See Indicators 3.3.1-2).

5 Numbers of migrant workers may include family members of migrants.

6 This figure is composed of targets for Indicators 1.2.1, 1.3.1, 1.4.1-3, 2.3.1-2, 2.4.1, and 2.4.2. Note that SAF logframe includes a target (Indicator 2.4.2) of 1,040 front-line service providers, which is not disaggregated. For the purposes of this table, it is given a ratio of 50% women and 50% men. Note that the SAF logframe includes a target (Indicator 1.4.1-3) of 50,000 women migrants and family members, which is not disaggregated. All 50,000 beneficiaries are included here for the purposes of this Direct Beneficiary Target count, though in practice some beneficiaries will be men/male family members of women migrant workers.

7 This figure is composed of targets for Indicators 1.3.1, 1.4.1-3, 2.3.1-2, and 2.4.1.

8 Per prodoc

9 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.

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

11 IOM project with Muslim migrants and trafficked persons, which included 25 girls in 2019 and 15 in 2018. Total beneficiaries in the IOM project may include same individuals across the two years, i.e. the same person assisted in 2018 and in 2019, counted in both years.

12 This figure is composed of targets for Indicators 1.2.1 and 2.4.2. Note that SAF logframe includes a target (Indicator 2.4.2) of 1,040 front-line service providers, which is not disaggregated. For the purposes of this chart it is given a ratio of 50% women and 50% men. Also note that the SAF logframe includes a target (Indicator 1.4.1-3) of 50,000 women migrants and family members, which is not disaggregated. It is not included here (but in the Direct Beneficiary Target count for women), though in practice men are among a minority percentage of the beneficiaries in that category, and also assisted as family members of women migrant workers.

13 This is composed of figures for Indicators 1.2.1, 1.4.1-3, and 2.4.2.

14 This is composed of figures for Indicators 1.2.1, 1.4.1-3, and 2.4.2.

15 IOM project with Muslim migrants and trafficked persons, which included 29 boys. Total beneficiaries in the IOM project may include same individuals across the two years, i.e. the same person assisted in 2018 and in 2019, counted in both years.

Challenges/difficulties encountered and measures taken

Programmatic

- Across ASEAN there is a lack of robust data and information on returnee women migrant workers in countries of origin. Thus, identifying and including returned women migrant workers in programme initiatives is not easy in some countries of origin. This was evident during the scoping study and skills development work. This has implications on programme implementation timelines. To overcome this, more partnerships are being sought with civil society, networks and unions connected to returnee migrants.
- When organizing domestic workers, challenges arise in coordinating workers with different days off per week. Some have a weekly day off every Sunday, some only have two 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. That said, even when women do have documents, 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 (e.g., immigration raids). SAF continues to support IDWF with resources and partnerships to support all women at risk of violence and abuse.
- In some countries setting up MRCs requires government approvals¹¹⁰, which have taken time. SAF staff have undertaken trips and organized many meetings to make the opening of MRCs possible. Secondly, the capacity of MRC staff/front-line officers/service providers in all countries needs to be strengthened, especially for dealing with women survivors of violence, collecting case management data, and making referrals.

¹¹⁰ For example, in Myanmar.

Operational

- Due to the importance of identifying partners with the experiences and capacity to implement initiatives bridging ERAW, labour migration and trafficking, some procurement processes and related implementation took a longer time than usual. This is being addressed through internal discussions and by continuing to engage with partners – including CSOs – through different partnership modalities. Some constituents do not have enough people (or enough people with sufficient capacity) to implement project activities. Capacity building for key staff of partners is provided on an ongoing basis, including on the generation of narrative reports and financial reports.
- In Viet Nam, official approval of the programme is still pending, despite the efforts of the senior management of ILO and UN Women and the United Nations Resident Coordinator's support. This has resulted in some delays in the implementation of two contracts.
- In some countries, lack of sufficient inter-ministerial coordination and the necessity to engage the two relevant 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 negotiations and advocacy with key stakeholders in a couple of countries, resulting in delays in the finalization or amendment of NPACs Terms of Reference, or in hosting the NPACs themselves. This was the case in Cambodia. The relevant heads of office and the SAF programme team continue to work to strengthen partnerships and inter-ministerial approaches. In 2019 NPACs were not held in Cambodia (due to lack of agreement on co-chairing arrangement between ministries); Lao People's Democratic Republic (though ongoing discussion with the Chair); Malaysia (due to unavailability of tripartite constituents and changes in ministries); or Viet Nam (lack of project approval). However, programme activities were conducted in discussion with all relevant ministries, and stakeholders.

- In the Brunei Darussalam national consultation in April 2019 areas of work were discussed, such as creating a multi-agency coordination mechanism to facilitate the welfare of migrant workers during entry, employment and end of employment. This was to occur through:
 - the creation of standard operating procedures (SOPs) and one stop centres in the form of MRCs;
 - creation of SOPs to refer cases of labour-related abuse and labour complaints, especially violence faced by women to competent authorities who have been trained to handle such cases;
 - support for development of information materials for dissemination, including the possibility of doing road shows on the same;
 - dissemination of information booklets with embassies of countries of origin;
 - engaging Brunei Darussalam missions;
 - supporting post-arrival orientation trainings for employers and women migrant workers; and
 - provision of technical support for training of front-line service providers on handling violence against women, among other initiatives.

While these were identified to be undertaken in Brunei Darussalam, there has been a lack of response on the part of the Government so far in the follow-up. Efforts will be made to engage with the Department of Labour and the employers' organization, and an update provided to the Programme Steering Committee.

New opportunities and lessons learned

New opportunities

Highlighted below are some global and national opportunities in the arenas of normative policy development and community advocacy platform development:

- As an outcome of the “Regional Dialogue on Coordinated Quality Services”, a roadmap has been elaborated at the national level in eight countries in ASEAN. Eighty per cent of the countries have identified, as a priority, to build capacities of Ministry of Foreign Affairs officials, so that they can provide services to women migrant workers, including survivors of violence. Also, all eight countries identified “lack of capacity in collecting administrative data on violence against women migrant workers” as a key area of work. These two streams of work – data and enhancing capacities of Ministries of Foreign Affairs – will be areas of focus in 2020.
- SAF’s partner IDWF unexpectedly has been able to form a new group of women migrant domestic workers in Malaysia (PERTIM). This emerged as domestic workers from Indonesia themselves realized there is a need for them to organize for domestic workers’ rights and to support each other and each other’s needs when they face violence and abuse (see Output 1.3).
- At the June 2019 International Labour Congress member States voted in favour of adoption of the Violence and Harassment Convention, 2019 (No. 190), and its accompanying Recommendation No. 206. This has raised the matter of ending violence against women (EVAW) in the world of work higher on the agendas of governments, trade unions and employers, creating a norm and impetus around addressing violence against women in the workplace. SAF will advocate for the ratification of the Convention in countries in ASEAN.
- In 2019, ILO and UN Women’s headquarters published the *Handbook: Addressing Violence and Harassment against Women in the World of Work* with the aim to articulate relevant international and regional frameworks. The handbook provides guidance on the role of state and non-state actors and social dialogue, and includes practical information on how to prevent and respond to violence and harassment in workplaces. SAF will use the

handbook to develop training tools focusing on the challenges relevant to women migrant workers.

Lessons learned

Programmatic

- For sustainability of results, in Indonesia, SAF has been working with a range of stakeholders, starting with the national government, to provincial or village government officials, labour unions, local CSOs, women's organizations and returnee women migrant workers. This has included supporting these stakeholders in their understanding on gender equality, women's rights, violence against women, and labour rights. Using a participatory action research methodology has been one way of achieving engagement and ownership of the 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.
- Most approaches to ending violence and harassment focus on domestic violence or intimate partner violence. Many officials and stakeholders working on labour migration, do not recognize the need to adopt specific measures for the needs of women migrant workers, including survivors of violence. In the approaches adopted by SAF for several of the activities, discussions start with the question "What are gender equality and women's rights?", and move on to address root causes of violence, including social norms and patriarchy. As one of the SAF team members reported, "At first, they [government officials] didn't know, and some didn't even accept why we needed to focus on women migrant workers. After providing training [including gender concerns in migration], the staff mentioned that they [government officials] have now very clearly understood why we need to provide necessary information and services to women migrant workers differently." This being the starting point for many discussions on this topic also means one needs to add additional time for partners' capacity building.
- In the Philippines, having key government agencies, private sector entities, CSOs and labour organizations as part of the NPAC has

contributed to the successful implementation of the programme. The members from the Government have facilitated Safe and Fair's integration and participation in important government-led initiatives, such as:

- the development of the “Handbook on the Overseas Filipino Workers Act (Republic Act 11227)”, led by the Philippine Overseas Employment Administration; and
 - the drafting of the Implementing Rules and Regulations of the Social Welfare Attaché Act (Republic Act 11299), headed by the Department of Social Welfare and Development.
- In ASEAN, there are several large-scale anti-trafficking initiatives that focus on laws and policies, strengthening the capacities of law enforcement officials, and support services to trafficked persons. Hence SAF has decided 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. 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.

Innovation and promising or good practices

For further details please see Annex D.

Innovative approaches adopted by the programme include consultations for various activities that bring together diverse stakeholders working on labour migration, ending violence and anti-trafficking. This convening of stakeholders by SAF has brought together often-siloed streams of initiatives.

At the country level, some of the innovative approaches include building sustainable networks working on the intersecting identities and needs of women migrant workers; and developing jointly agreed recommendations produced as a result of multi-stakeholder dialogues that include women migrant workers who face multiple and intersecting forms of discrimination.

Other national innovative approaches include linking national priorities into actionable policies. In the process, relevant government authorities and women's rights organizations at national and subnational levels have better knowledge and capacity to deliver coordinated quality essential services. These include sexual and reproductive health services and access to justice for women migrant worker survivors of violence, especially those facing multiple and intersecting forms of discrimination in trafficking or migratory experiences.

Furthermore, an innovative community advocacy platform (PERTIM) was created among migrant domestic workers in Malaysia. While they face multiple and intersecting forms of discrimination/marginalization, SAF has worked with PERTIM to strengthen capacities and to support them to advocate for their rights, including freedom from violence, abuse and exploitation.

Next steps

In 2020, the strategic priorities include:

- Establishment and strengthening of SAF's Migrant Worker Resource Centres;
- Continued support to law and policy reforms and National Actions Plans;
- Enhancing skills of national stakeholders on VAW data collection;
- Supporting the establishment of several SOPs and referral directories; and
- Generating innovative knowledge on violence against women migrant workers, and the experiences of gender-diverse migrant workers.

Select activities from workplans for 2020 are below. Please refer to regional and country-specific workplans in Annex AI for more details.

The COVID-19 pandemic may result in changes to several of these activities, and the programme has developed and shared its COVID-19 response plan with the Spotlight Secretariat, focusing on addressing the emerging protection needs of women migrant workers. Within existing outputs and any ongoing contracts and activities, SAF is including COVID-19 responsiveness, especially with a focus to prevent and respond to violence, abuse and stigma. Attention is also being given on a priority basis to building capacities for remote (online and phone) service delivery, enhancing shelters and hotlines, strengthening

COVID-19 SOPs and referral mechanisms, and developing guidelines for duty-bearers responsible for quarantine facilities, among others.

Objective 1

Regional

- Regional Employers Platform for provision of information and tools for employers of women migrant workers on sexual harassment and violence, Convention No. 190, and gender equality, including organizing a workshop to discuss the tools with employers.
- 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) standardized contracts for domestic workers, and (2) a safe migration campaign.
- Finalization of trade union manual for organizing women migrant workers in ASEAN, addressing women's rights, including freedom from violence, as well as a regional workshop to discuss the manual with trade unions.
- IDWF to continue its work in Malaysia, Singapore and Thailand on facilitating its affiliates and allied domestic workers organizations to better be able to organize migrant domestic workers. IDWF's work includes campaigning for ratification of ILO Convention No. 190.
- Support to MRCs through development of standard materials on gender, migration, violence and trafficking.

National

- Work with technical and vocational education and training (TVET) institutions to build the capacity of private sector trainers on apprenticeship for food and beverage, particularly with a focus on women migrant workers. Provide technical support to governments for developing frameworks and tools for recognizing the skills of returnees, including the implementation of pilot RPL programmes (Cambodia, Indonesia, Philippines, Thailand, Viet Nam).
- Capacity-building workshops for MRC coordinators and other service providers on gender equality, violence against women migrant workers, guidelines for dispute resolution for migrant workers, and

relevant migration policies (Cambodia, Indonesia, Laos).

- Develop standardized pre-departure orientation curriculum (for migration to Hong Kong (China), Japan, Saudi Arabia and Singapore), addressing women's rights, including freedom from violence (Cambodia).
- Support to legal review, and to law and policy formulation (Indonesia, Myanmar, Philippines, Thailand, Viet Nam).
- Mapping and strengthening the MRC database tracking system for placement, coordination of cases, and services (including monitoring and tracking of migration process, labour rights violation cases, number of women migrant workers accessing MRC services) (Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Thailand, Viet Nam).
- Set up new MRC services for women migrant workers (Indonesia, Philippines, Thailand).
- Capacity-building training for labour attaché and foreign affairs officers stationed in Hong Kong (China), Malaysia, Singapore and Taiwan (China) (Indonesia).
- Capacity-building training to strengthen trade union and migrant association capacity and cooperation in organizing women migrant workers and their families (Indonesia, Philippines, Thailand).
- Capacity development for national and subnational government officials on exploitation and violence against women in migration, trafficking and implementation of existing policy as prevention in eight countries.
- Develop facilitator guide and conduct trainings for labour inspectors on fundamental rights at work, including gender equality in migration and EVAW. Develop facilitator guide and conduct trainings for outgoing women migrant workers to Japan on their rights (Malaysia, Thailand).
- Cross-border coordination involving regional social partners and CSOs to support the ability of women migrant workers to organize/network and receive services across countries.
- Cross-border consultation with selected MRCs and organizations in key destinations and MRCs in the Philippines, Thailand and Viet Nam to build linked services.

Objective 2

Regional

- Provide technical support to ASEAN institutions in the Mid-term Review of the Regional Plan of Action on EVAW.
- Develop training tools to implement the ILO/UN Women *Handbook: Addressing Violence and Harassment against Women in the World of Work* (to be piloted at country level), including development of service directories.
- Elaborate an SOP on VAW referral at the national level, based on the pilots started at the provincial level in 2019.
- Develop guidance note and tools to ensure data collection on violence against women migrant workers at the national and local level (including data on access to services provided by front-line service providers).

National

- Contribute to the development of referral mechanisms for victims of human trafficking and sexual exploitation, including a national database on victims of human trafficking.
- Capacity development for front-line service providers and subnational mechanisms to improve responses to trafficking and violence against women (Cambodia, Indonesia).
- Develop and implement the Service Mobile App (Interactive Voice Response) focused on VAW response, including migration, trafficking and exploitation.
- Development of National VAW Service Directory in eight countries of ASEAN.
- Mobilize effective peer network support among migrant women, promoting their agency and solidarity in support of safer migration journeys (Cambodia).
- Support subnational working group on gender-based violence and migration to improve and strengthen multi-sectoral response mechanism (Cambodia, Myanmar, Philippines).
- Technical support to National Action Plans on Violence Against

Women (NAPVAWs) (Cambodia, Lao People's Democratic Republic).

- Promote community-based interventions through local radio broadcasting and public forums to raise awareness and change social norms around women's labour migration, preventing violence against women, and trafficking, and to promote gender equality (Cambodia, Philippines, Thailand).
- Information and communications technology platform strengthening and socialization to respond to violence against women migrant workers (Indonesia, Myanmar, Philippines, Thailand).
- Conduct a local regulations implementation study on minimum service standards of integrated services for victims of trafficking and violence against women and children (Indonesia).
 - National and provincial trainings on coordinated quality services for duty-bearers and service providers (Lao People's Democratic Republic, Myanmar, Philippines, Thailand, Viet Nam).
- Development of case studies on good practices of agencies and/or experiences of women migrant workers accessing services on violence against women, highlighting the different experiences of lesbian, bisexual and transgender women; women with disabilities; women living with HIV; women in conflict/disaster-related situations; indigenous women; and young women (Philippines, Thailand).
 - Skills training and sharing of tools with front-line workers, including labour attachés, welfare officers, social welfare attachés to better ensure coordinated quality services (Philippines, Viet Nam).
- Host CSO and women migrant workers dialogue and facilitate dialogue with government on ensuring that the topic of "women and migration" is incorporated into the NAPVAW and/or implementation guidelines (Thailand).
- Develop guidelines on referral and coordination regarding cases of violence against women migrant workers to be used by foreign affairs officials (Viet Nam).

Objective 3

Regional

- Research on rights-based standard employment contracts for migrant workers, focusing on domestic work (supporting ACMW).
- Sectoral study on the conditions of women migrant workers in the manufacturing sector (particularly agricultural processing) in Thailand and Malaysia.
- Research on sexual orientation, gender identity and expression, and sex characteristics (SOGIESC) and its implications for migrant workers, including perceptions and attitudes as well as freedom from violence, harassment and discrimination.
- Conduct quantitative/qualitative research on experiences of violence among women migrant workers from Cambodia, Lao People's Democratic Republic, and Myanmar to Thailand.
- Create glossaries of migration and violence terms in six ASEAN languages.
- Trainings or other technical support on the collection of sex-disaggregated administrative and survey data with an eye towards the ILMS Database (Lao People's Democratic Republic, Myanmar, Philippines, Viet Nam).
- Provide technical support to the rollout of the ASEAN VAW data guidelines in at least three countries (Indonesia, Myanmar, Thailand).
- Implement a video-based campaign highlighting the potential detrimental impact of duty-bearer behaviour on migrant women and addressing negative perceptions of migrant women workers.
- Support the ACWC in the implementation of the campaign on the linkages between ERAW and trafficking in persons, and to develop safe migration videos as part of a regional multi-year campaign towards safe migration.

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;
- Campaigns aimed at tripartite-plus constituents, in particular

employers and duty-bearers, on good practices for changing attitudes and behaviours towards women migrant workers, drawing heavily from the voices of women migrant workers;

- Training for officials of National Committee for Counter Trafficking on the collection of sex-disaggregated data (Cambodia).
- Training for officials on the collection of VAW data (Indonesia, Myanmar, Thailand, Viet Nam) (VAW data).
- Training for officials on the collection of sex-disaggregated labour migration data (Myanmar, Cambodia, Philippines, Viet Nam).
- Develop information, education and communication (IEC) materials on violence against women, trafficking and gender-based discrimination of women migrant workers in the migrants' languages.
- Conduct awareness-raising campaigns disseminating IEC materials to women migrants, with the aim to provide knowledge and information on violence against women, trafficking and gender-based discrimination of women migrant workers.

The team is also finalizing several knowledge products.

Stories from the field

SAF would like to present stories of eight survivors of violence and duty-bearers. See Annex G for the full stories. 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 voices from the following profiled individuals:

- A Vietnamese woman service provider who runs a shelter for survivors of violence against women in Viet Nam and who engaged in an SAF training on building new networks of service providers who work with women migrant workers (Story 1).
- A Myanmar domestic worker employed in Thailand who first engaged with SAF through its campaign online (Story 2).
- An Indonesian woman who previously worked as a domestic worker in Qatar and is a survivor of violence, and who is now an activist and part of a migrants' union that is working with Safe and Fair to share rights-based information with other women migrants (Story 3).
- The Director of Placement and Protection of Overseas Workers at the Ministry of Manpower, Indonesia, who values the partnership with and technical guidance from SAF to ensure that implementation of Indonesia's new labour migration law is gender-responsive (Story 4).
- An Indonesian former domestic worker who was exploited in Hong Kong, China, and now combats exploitation and abuse through her leadership in a union. The union is working with SAF on a participatory research project that she herself is leading (Story 5).
- A Thai woman Police Colonel who benefitted from SAF training on essential services for women migrant worker survivors of violence (Story 6).
- The Director of the Social Assistance Centre in the Thai Ministry of Social Development and Human Security, who participated in SAF's Regional Dialogue on Coordinated Quality Services for Ending Violence Against Women Migrant Workers (Story 7).

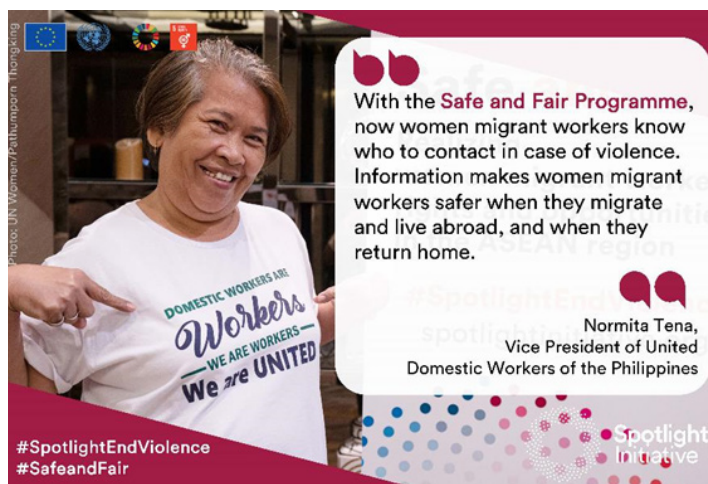
- An Indonesian activist who is the National Coordinator of the Network for Domestic Workers Advocacy in Indonesia, and who, with SAF support, attended the International Labour Congress to lobby her Government to support the ILO Violence and Harassment Convention, 2019 (No. 190) (Story 8).

Testimonials

Below are a selection of testimonials presented as social media quote cards, and featuring diverse SAF partners from the EU, the United Nations Resident Coordinator Office, government, civil society, unions, and employers. See Annex AH for further details.







Communications and visibility

See Annex P for full details of SAF communications and visibility work. Below is a summary of the annex.

Communications and visibility is a key component of the Safe and Fair programme to:

1. raise awareness of the forms of violence against women migrant workers in the ASEAN region;
2. communicate for development to change attitudes and behaviours towards women migrant workers;
3. promote the impact and results of Safe and Fair interventions; and
4. ensure visibility of the programme, the Spotlight Initiative, and the EU.

These objectives are based on the Spotlight Initiative's communications and visibility plan, which has been adapted to the ASEAN context and audience, and at the same time, maintains the overall coherence of the Spotlight Initiative's communications and visibility efforts.

Safe and Fair has progressed past some of its milestones and moved towards the third year of the programme. This section outlines the communication and dissemination activities of SAF from January 2019 to December 2019. It summarizes progress related to programme visibility, online communication, events and campaigns, and stakeholder communication. Major tasks in 2019 involved the Spotlight Initiative's Safe and Fair corporate design, social media presence, awareness-raising activities, and content disseminated by the programme across all of its channels.

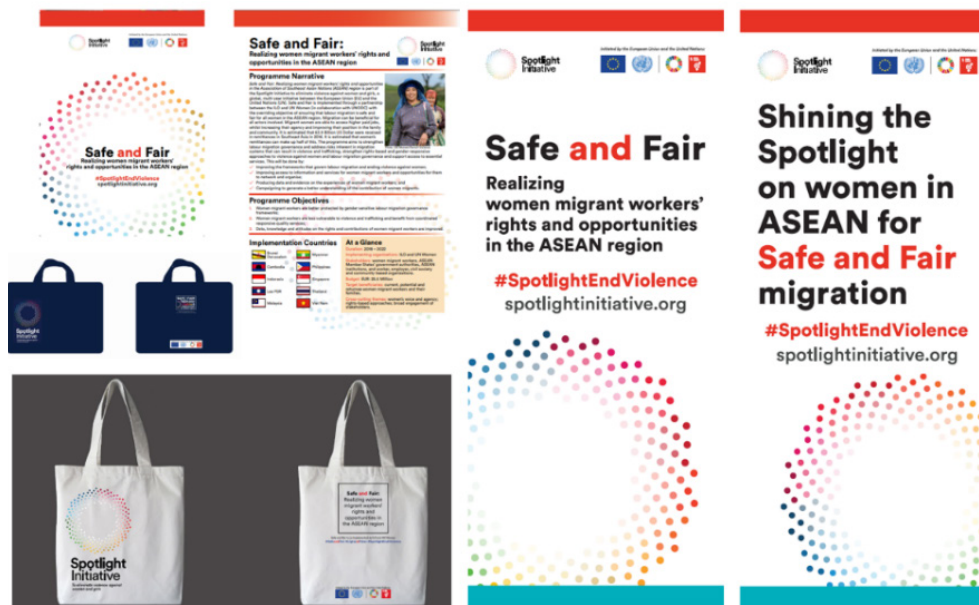
Programme identity

To ensure consistent and professional communications and visibility of SAF, corporate items – both digital and printed – were developed. The Spotlight Initiative logo and its supporting logos have been used to ensure that SAF communications are uniformly linked and visually reinforce key aspects of the programme and the Spotlight Initiative.

The corporate design has been applied to all communications and visibility, such as banners; stationary; signage; promotional materials; social media

cards, including the template for PowerPoint presentations, and other programme documents.

Figure III
Corporate design materials



Promotional materials have been translated to some national languages, such as Myanmar language and Vietnamese. There is also provision for translation into other ASEAN languages at the country level to ensure that the targeted audience has access to SAF materials.

Online communications

Websites remain important for SAF and serve as the central hub for information about the programme. Spotlightinitiative.org, www.ilo.org/asia, and asiapacific.unwomen.org are the main websites hosting resources and knowledge products for the public. They also serve as an archive of human stories and past events, and as a portal or landing page for social media and videos. These websites reflect our commitment to ensure accessibility to information.

The year 2019 saw the addition of knowledge products and news items within the “News” and “Articles” sections of the Spotlight Initiative, ILO and UN Women websites, as well as knowledge products uploaded to the “Publication” sections. These websites will continue to grow to include more content as the programme progresses.

Figure IV
Screenshots of three main websites hosting resources and knowledge products for the public



In conjunction with the Asia-Pacific Ministerial Conference on the Beijing+25 Review and the 16 Days of Activism Against Gender-Based Violence, SAF launched an exhibition titled “Extraordinary Women: Journeys out of the Ordinary” to bring to the public stories of women migrant workers’ experiences during migration, including experiences of empowerment and of violence. The physical exhibition was displayed for 16 days throughout the campaign. To ensure that access to information or participation in an event is no longer restricted to those who can travel, SAF optimized the website by creating a webpage for online exhibition and linking with social media. As a result, the

Social media

Communication on social media can reach many people and build engagement by inviting them to contribute to conversations online and in real time. Facebook and Twitter are the two main social media channels through which SAF information, knowledge and activities are shared.

SAF uses the “UN Women Asia and the Pacific” Facebook page to share programme updates and reach a wider audience with more context than on Twitter. Facebook posts can be viewed at www.facebook.com/unwomenasia.

“ILO Asia and the Pacific” and “UN Women Asia and the Pacific” are the two main Twitter accounts for SAF to share updates and contribute to the online community. The two accounts have been used with higher frequency than Facebook. Twitter posts can be viewed at <https://twitter.com/ILOAsiaPacific> and <https://twitter.com/unwomenasia>.

While most social media activities have been managed by the ILO and UN Women Regional Offices, the Indonesia, Philippines and Viet Nam Offices also optimize their country social media accounts by featuring SAF content in national languages, reinforcing national-level accessibility to knowledge and data.

Facebook and Twitter posts in Vietnamese can be viewed at www.facebook.com/unwomenvietnam and <https://twitter.com/unwomenvietnam>. The ILO Philippines’ Twitter account can be viewed at <https://twitter.com/ILOManila>. Twitter and Facebook posts in Bahasa Indonesia can be viewed at <https://twitter.com/unwomenid> and www.facebook.com/unwomenid.

In summary, table 2 demonstrates the number of users reached through the social media accounts of the two implementing agencies. Please see the social media analytics data in Annex AC for more details.

Table 2
Social media data analytics from January 2019 to December 2019

Facebook	No. of posts	Reach*	Engagement
	101	104 375	7 049
Twitter	No. of tweets	Impressions**	Engagement
	116	158 750	2 516

* The total number of people who see the content.

** The total number of times the content is displayed.

As an illustration of SAF's communication through social media, the programme harnessed Facebook live during the Asia-Pacific Forum on Sustainable Development (APFSD) in Bangkok, Thailand, during 27–29 March 2019. SAF was featured in two side events – one on empowering migrants through safe, orderly and regular migration and the other one on decent work, inclusiveness and equality for migrant workers in South-East Asia. The second event was live-streamed through the “UN Women Asia and the Pacific” Facebook page. It reached 4,588 people online, with 1,600 people watching and 550 people engaged with the post.

SAF posts and tweets that gained most popularity during the reporting period were those with infographics and videos, and those that highlighted SAF's partners. This observation will inform the communications and visibility strategy to increase social media audience reach and engagement in future communications and campaigns.

Monthly flash reports

To facilitate internal communications among implementing agencies, Spotlight Initiative and the EU, monthly flash reports have been produced in PDF format and circulated since the first year of programme implementation. The monthly flash reports support and facilitate the ongoing reflection of programme team members, the United Nations Resident Coordinators, the Project Steering Committee, the Spotlight Initiative, and the EU. Shared by email, the monthly flash reports work as an e-newsletter that summarizes the activities and progress of the programme at national and regional levels. The flash reports provide short descriptions of activities and direct readers to relevant websites,

social media and videos. During the reporting period, 11 monthly flash reports were produced and disseminated. November and December were combined in 2019.

Media coverage

SAF aims to increase international attention to the situation of women migrant workers and the value of their work in the ASEAN region. Through communications and campaigns, SAF has increased the number of media references to the content of knowledge products on women migrant workers. Safe and Fair has also been linking knowledge products and research dissemination activities to key international and national events. To illustrate, celebrations of International Domestic Workers Day, 16 Days of Activism, and International Migrants' Day, as well as large forums such as the Beijing +25 regional meeting and APFSD. This approach garners media attention and allows SAF to take advantage of larger audiences. Knowledge products are disseminated through ILO and UN Women websites and social media platforms.

During the reporting period, SAF was covered by 61 media reports, and 10 SAF op-eds were published on Domestic Workers' Day, World Day against Trafficking in Persons, and International Migrants Day. Tables 3 and 4 below present a list of all articles and op-eds published during the reporting period.

Regional staff and NPCs are also working to ensure – at international, regional and national levels – optimal internal and external communication, visibility, public awareness and dissemination of SAF research, which will contribute to better access to knowledge and information.

Table 3
List of media reports

No.	Date (2019)	Country	Publisher	Link	Headline/topic
1	17 Jan.	Thailand	Ministry of Labour	https://goo.gl/x9SUT2	ก.แรงงาน ประชุมความปลอดภัยและยุติธรรม : สิทธิและโอกาสของแรงงานต่างด้าวสตรีในภูมิภาคอาเซียน [MOL meets with the Safe and Fair Programme: Realizing women migrant workers' rights and opportunities in the ASEAN region]
2	17 Jan.	Thailand	Ministry of Labour	https://goo.gl/QChbLZ	"MOL meets for project on Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region"
3	14 Mar.	Myanmar	Myanmar International TV, Facebook page	https://goo.gl/1c1Egr	"National Project Advisory Meeting (PAM) for Safe & Fair: Realizing women migrant workers' rights and opportunities in the ASEAN Region took place in Nay Pyi Taw on Thursday"
4	15 Mar.	Myanmar	Global New Light of Myanmar	https://goo.gl/b5BJyS	"National Project Advisory Meeting held in Nay Pyi Taw"
5	15 Mar.	Myanmar	Myanmar Digital News	http://www.mdn.gov.mm/en/national-project-advisory-meeting-held-nay-pyi-taw	"National Project Advisory Meeting held in Nay Pyi Taw"
6	16 Mar.	Myanmar	Myanmar International TV	https://www.youtube.com/watch?v=c-aTiR0dLDI	"Safe & Fair Migration: National Project Advisory Meeting held"
7	28 Mar.	Thailand	TTIA	http://www.thaituna.org/home/main/?p=1963	"TTIA Joined Asia-Pacific Forum on Sustainable Development 2019"
8	11 Apr.	Brunei Darussalam	Borneo Bulletin	https://borneobulletin.com.bn/bouquet-for-bruneis-migration-governance/	"Bouquet for Brunei's migration governance"
9	11 Apr.	Philippines	Commission of Filipinos Overseas	https://bit.ly/2LxqE3r	"Choice, voice and agency of women migrant workers: Safe and Fair - Philippines media launch and public forum"
10	11 Apr.	Philippines	GMA News	https://youtu.be/dNb5NGOcaQM	"OFW na nakaranas noon ng pang-aabuso, isa sa mga nagtatag ng grupong tumutulong sa mga OFW" [Overseas Filipino Worker (OFWs) who experienced 11abuse established a group to help OFWs]
11	14 Apr.	Philippines	The Manila Times	https://bit.ly/2JGG8zX	"Labor groups see, protection of female OFWs"
12	16 Apr.	Philippines	Philippine News Agency (PNA)	https://www.pna.gov.ph/articles/1067390	"Safe and Fair PH: Realizing women OFWs' rights"
13	25 Apr.	Philippines	Business Mirror	https://bit.ly/30P6ZQh	"United on the net: Labor wields capital's new offspring to advance rights in a changing workplace"
14	30 Apr.	Philippines	Manila Standard	https://bit.ly/2LvbXxR	"Pinay maid in Qatar new face of 'empowered' OFWs"
15	10 May	Philippines	Manila Standard	https://bit.ly/2LvbXxR	"Pinay maid in Qatar new face of 'empowered' OFWs"

No.	Date (2019)	Country	Publisher	Link	Headline/topic
16	10 May	Philippines	Daily Tribune	https://bit.ly/32G7UUU	“Women of OFW empowerment seen”
17	19 May	Philippines	Philippine Daily Inquirer (PDI)	https://bit.ly/2MbdMzN	“Upholding migrant women’s rights”
18	06 June	Australia	Monash University	https://bit.ly/2lODb6W	“Partnering to work towards realising women’s safe and fair migration across ASEAN”
19	14 June	Singapore	The Straits Times	https://bit.ly/2M6NT45	“More domestic workers needed, but do more to protect their rights”
20	03 July	Malaysia	Free Malaysia Today	https://bit.ly/32TA4uf	“NGOs question minister’s commitment to protecting domestic workers”
21	03 July	Malaysia	The Star	https://bit.ly/2NXrcQ5	“Have a standalone Act to protect domestic workers, says group”
22	03 July	Malaysia	The Sun Daily	https://bit.ly/2rN6ObM	“Workers’ rights group calls for legislation to protect domestic workers”
23	28 Aug.	Thailand	Royal Thai Government	https://www.thaigov.go.th/news/contents/details/22589	“Permanent Secretary, Ministry of Social Development and Human Security opened the National Workshop on Coordinated Quality Services for Ending Violence against Women”
24	29 Aug.	Thailand	Rama Channel	https://bit.ly/2KhoLFS	“Permanent Secretary, Ministry of Social Development and Human Security opened the National Workshop on Coordinated Quality Services for Ending Violence against Women”
25	01 Oct.	Viet Nam	Viet Nam News Agency	https://bit.ly/33OBAiS	“Hội thảo tập huấn “Ứng phó với bạo lực đối với lao động nữ di cư dành cho cán bộ ngoại giao” [Training on Responding to violence against women migrant workers for diplomats]
26	02 Oct.	Viet Nam	Báo dân sinh [Citizen welfare]	https://bit.ly/32EXaVy	“Trang bị kỹ năng ứng phó bạo lực đối với lao động nữ di cư cho cán bộ ngoại giao” [Training for diplomats on Response to violence against women migrant workers]
27	02 Oct.	Viet Nam	Báo dân sinh [Citizen welfare]	https://bit.ly/33MAaoW	“Ứng phó bạo lực đối với lao động nữ di cư dành cho cán bộ ngoại giao” [Response to violence against women migrant workers for diplomats]
28	02 Oct.	Viet Nam	Justice news	https://bit.ly/2piYmAn	“Ứng phó bạo lực đối với lao động nữ di cư dành cho cán bộ ngoại giao” [Response to violence against women migrant workers for diplomat]
29	02 Oct.	Viet Nam	Daily news	https://bit.ly/2OevOjV	“Trang bị kỹ năng ứng phó bạo lực đối với lao động nữ di cư cho cán bộ ngoại giao” [Equipping skills in response to violence against women migrant workers to diplomats]

No.	Date (2019)	Country	Publisher	Link	Headline/topic
30	03 Oct.	Viet Nam	Viet Nam TV news	https://bit.ly/2Kmslci	“Hội thảo tập huấn ‘Ứng phó bạo lực đối với lao động nữ di cư dành cho cán bộ ngoại giao’ diễn ra trong hai ngày 2-3/10/2019 tại Hà Nội”. [Training for diplomats on Response to violence against women migrant workers took place on 2-3 Oct in Hanoi]
31	03 Oct.	Viet Nam	Voice of Viet Nam	https://bit.ly/2ObY4DF	“Trang bị kỹ năng ứng phó bạo lực đối với lao động nữ di cư cho cán bộ ngoại giao” [Provide skills to cope with violence against women migrant workers]
32	03 Oct.	Viet Nam	Viet Nam Women news	https://bit.ly/2Oee8oj	“Trang bị kỹ năng ứng phó bạo lực đối với lao động nữ di cư cho cán bộ ngoại giao” [Provide skills to cope with violence against women migrant workers]
33	28 Oct.	Indonesia	The Ministry of Manpower	https://kemnaker.go.id/news/detail/kemnaker-perkuat-peran-dan-tugas-atase-ketenagakerjaan	“Kemnaker Perkuat Peran dan Tugas Atase Ketenagakerjaan” [The Ministry of Manpower Strengthens the Role and Duties of the Labour Attaché]
34	29 Oct.	Indonesia	Suara	https://nasional.tempo.co/read/1265534/kemnaker-tingkatkan-perlindungan-pmi-secara-non-prosedural	“Kemnaker Tingkatkan Perlindungan PMI Secara Non Prosedural” [Minimizing PMI Issues, the Ministry of Manpower Strengthens the Role and Tasks of Labor Attachés]
35	29 Oct.	Indonesia	Liputan 6	https://ekonomi.bisnis.com/read/20191029/12/1164471/kemnaker-dorong-peningkatan-peran-atase-ketenagakerjaan	“Kemnaker Dorong Peningkatan Peran Atase Ketenagakerjaan” [Ministry of Manpower Supports Increased Role of Labor Attaché]
36	29 Oct.	Indonesia	Ekonomi	https://ekonomi.bisnis.com/read/20191029/12/1164471/kemnaker-dorong-peningkatan-peran-atase-ketenagakerjaan	“Kemnaker Dorong Peningkatan Peran Atase Ketenagakerjaan” [The Ministry of Manpower Strengthens the Role of Labor Attaché]
37	30 Oct.	Indonesia	Tempo	https://nasional.tempo.co/read/1265534/kemnaker-tingkatkan-perlindungan-pmi-secara-non-prosedural	“Kemnaker Tingkatkan Perlindungan PMI Secara Non Prosedural” [Ministry of Manpower Improves Protection of PMI Non-Procedural]
38	28 Nov.	Philippines	ABS-CBN News	https://news.abs-cbn.com/video/overseas/11/28/19/asia-pacific-ministerial-conference-tackles-plight-of-migrant-workers	“Asia-Pacific Ministerial Conference tackles plight of migrant workers”
39	18 Dec.	Malaysia	Free Malaysia Today (FMT News)	https://www.freemalaysiatoday.com/category/nation/2019/12/18/public-support-for-migrant-workers-going-down-says-survey/	“Public support for migrant workers going down, says survey”
40	18 Dec.	India	Devdiscourse	https://www.devdiscourse.com/article/international/789156-backlash-against-migrant-workers-in-asia-pacific-sparks-slavery-concerns	“Backlash against migrant workers in Asia-Pacific sparks slavery concerns”

No.	Date (2019)	Country	Publisher	Link	Headline/topic
41	18 Dec.	News in Italian, English, Chinese and Spanish	AsiaNews	http://asianews.it/news-en/Migrant-workers-in-Asia-perceived-as-a-cause-of-crime-and-poverty-48855.html	"Migrant workers in Asia perceived as a cause of crime and poverty"
42	18 Dec.	Singapore	The Strait Times	https://www.straitstimes.com/asia/se-asia/backlash-against-migrant-workers-in-asia-pacific-sparks-slavery-concerns	"Backlash against migrant workers in Asia-Pacific sparks slavery concerns"
43	18 Dec.	Thailand	Bangkok Post	https://www.bangkokpost.com/thailand/general/1819019/backlash-against-migrant-workers-sparks-slavery-concerns	"Backlash against migrant workers sparks slavery concerns"
44	18 Dec.	International	Thomson Reuters	http://news.trust.org/item/20191218093906-eq3ht/	"Backlash against migrant workers in Asia-Pacific sparks slavery concerns"
45	18 Dec.	International	MSN News	https://www.msn.com/en-my/news/other/what-do-asians-really-think-of-migrant-workers-you-might-be-shocked/ar-BBY6bYf?src=rs	"What do Asians really think of migrant workers? You might be shocked"
46	18 Dec.	International	MSN News	https://www.msn.com/en-my/news/national/public-support-for-migrant-workers-going-down-says-survey/ar-BBY7irf?li=AAaD1AO	"Public support for migrant workers going down, says survey"
47	18 Dec.	Viet Nam	VTV News	https://vtv.vn/video/van-de-hom-nay-18-12-2019-411260.htm	"Di cư là vấn đề mang tính Quốc tế" [Migration is an international issue]
48	19 Dec.	Malaysia	Free Malaysia Today (FMT News)	https://www.freemalaysiatoday.com/category/nation/2019/12/19/ilo-releases-dismal-report-on-malaysian-attitudes-towards-migrants/	"ILO releases dismal report on Malaysian attitudes towards migrants"
49	19 Dec.	Malaysia	The Star Online	https://www.thestar.com.my/business/business-news/2019/12/19/public-support-for-migrant-workers-in-m039sia-s039pore-and-thailand-decreasing	"Public support for migrant workers in M'sia, S'pore and Thailand decreasing"
50	19 Dec.	Malaysia	Free Malaysia Today	https://www.freemalaysiatoday.com/category/bahasa/2019/12/19/rakyat-malaysia-masih-berpersepsi-negatif-terhadap-pekerja-asing-kata-laporan-ilo/	This publication reported on the findings and recommendations of the report Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand.
51	19 Dec.	Singapore	Business Insider	https://www.businessinsider.sg/over-half-of-singaporeans-see-migrant-workers-as-cultural-threat-and-3-in-4-think-theres-no-need-for-them-ilo-and-un/	"Over half of Singaporeans see migrant workers as 'cultural threat', and 3 in 4 think there's no need for them"
52	19 Dec.	Singapore	Mothership	https://mothership.sg/2019/12/singapore-survey-migrant-workers/	"52% of S'poreans feel migration causes crime rate to go up: Survey"

No.	Date (2019)	Country	Publisher	Link	Headline/topic
53	19 Dec.	Singapore	The New Paper	https://www.tnp.sg/news/singapore/singaporeans-hold-positive-attitudes-towards-migrant-workers-survey	“Singaporeans hold positive attitudes towards migrant workers: Survey”
54	19 Dec.	Singapore	The Strait Times	https://www.straitstimes.com/singapore/manpower/just-1-in-4-here-sees-need-for-migrant-orkers-despite-labour-shortage	“Just 1 in 4 here sees need for migrant workers despite labour shortage”
55	19 Dec.	Singapore	The Strait Times	https://www.straitstimes.com/singapore/survey-flags-attitudes-to-migrant-labour	“Survey flags attitudes to migrant labour”
56	19 Dec.	Singapore	The Strait Times	https://www.straitstimes.com/singapore/manpower/most-support-having-better-working-conditions-for-maids	“Most support having better working conditions for maids”
57	19 Dec.	Singapore	Today	https://www.todayonline.com/singapore/new-survey-finds-fewer-singaporean-employers-view-foreign-domestic-workers-positively-2010	“New survey finds fewer Singaporean employers view foreign domestic workers positively than in 2010”
58	19 Dec.	Thailand	Chiang Rai Times	https://www.chiangraitimes.com/featured/backlash-against-migrant-workers-sparks-human-slavery-concerns/	“Backlash against migrant workers in Asia-Pacific sparks slavery concerns”
59	19 Dec.	International	The One World News	https://theoneworldnews.com/asia/just-1-in-4-here-sees-need-for-migrant-workers-despite-labour-shortage/	“Just 1 in 4 here sees need for migrant workers despite labour shortage”
60	20 Dec.	Singapore	Yahoo News Singapore	https://sg.news.yahoo.com/1-in-2-singaporeans-think-migrant-workers-increase-crime-rates-harm-society-iloun-poll-054639734.html	“1 in 2 Singaporeans think migrant workers increase crime rates, harm society: ILO-UN poll”
61	20 Dec.	Malaysia	The Sun Daily	https://www.thesundaily.my/local/mtuc-questions-disbursement-of-rm200m-funds-MX1808871	This publication reported on the findings and recommendations of the report Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand.

Table 4
List of op-eds

No.	Date (2019)	Country	Publisher	Link	Headline/topic
1	14 June	Singapore	<i>The Straits Times</i>	https://bit.ly/2M6NT45	“More domestic workers needed, but do more to protect their rights”
2	15 June	Philippines	<i>Scitech and Digital News</i>	https://bit.ly/32FvXmD	“Rapidly ageing Asia needs more domestic workers; What about their rights?”
3	16 June	Hong Kong (China)	<i>South China Morning Post</i>	https://bit.ly/2Jl14GU	“Ageing Hong Kong needs more help. Its helpers need more rights”
4	16 June	Philippines	<i>The Philippine Star</i>	https://bit.ly/31vMxoJ	“Aging Asia to need more domestic helpers”
5	16 June	Bangladesh	<i>The Daily Star</i>	https://bit.ly/2JRLUh9	“A rapidly ageing Asia means a rapidly growing need for domestic workers, but what about their rights?”

No.	Date (2019)	Country	Publisher	Link	Headline/topic
6	30 July	International	<i>Thomson Reuters</i>	http://news.trust.org/item/20190730102614-3dvae	“Migration in Southeast Asia should be an opportunity for workers, communities and economies – not traffickers”
7	31 July	International	<i>South China Morning Post</i>	https://bit.ly/2kf3LGd	“Migration in Southeast Asia should be an opportunity for workers, communities and economies – not traffickers”
8	17 Dec.	Malaysia	<i>Malaysiakini</i>	https://www.malaysiakini.com/news/503891	“Bridging the gap – Steps to make migrant workers safe”
9	18 Dec.	Hong Kong (China)	<i>South China Morning Post</i>	https://www.scmp.com/week-asia/opinion/article/3042453/what-do-asians-really-think-migrant-workers-you-might-be-shocked	“What do Asians really think of migrant workers? You might be shocked”
10	18 Dec.	Thailand	<i>Bangkok Post</i>	https://www.bangkokpost.com/opinion/opinion/1818604/migrant-workers-remain-largely-unaccepted-study	“Migrant workers remain largely unaccepted: Study”

Annual workplan and forecast budget

See Annex AI for the annual workplan and Annex AJ for the forecast budget.



Spotlight Initiative

ANNUAL REPORT – ANNEX A

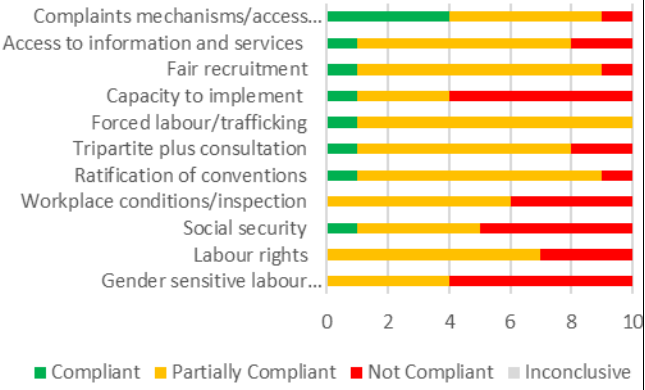
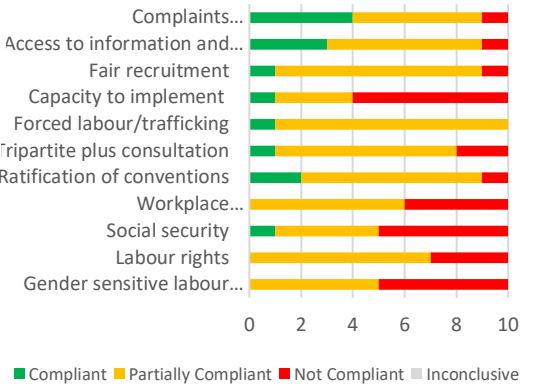
**SPOTLIGHT INITIATIVE
RESULTS FRAMEWORK**

COUNTRY/REGION: SOUTH-EAST ASIA/ASEAN REGION

PROGRAMME DURATION: 1 JANUARY 2018 – 31 DECEMBER 2022

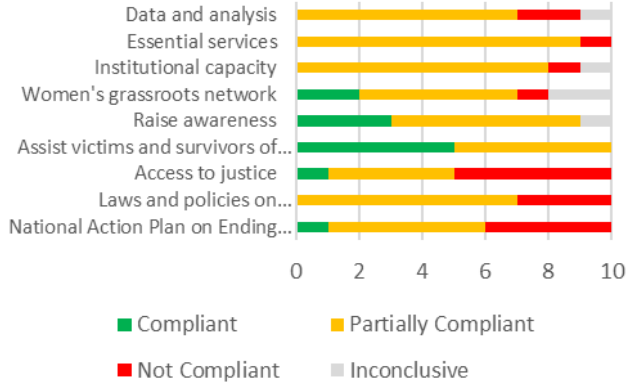
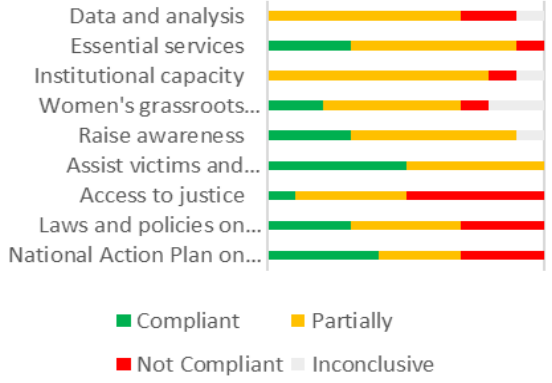
REPORTING PERIOD: 01 JANUARY 2019 – 31 DECEMBER 2019

Results

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 frameworks					
1.1 Extent to which national policies and practices are in-line with the relevant normative frameworks on protection of migrant women, domestic workers and anti-trafficking.	 <p>Complaints mechanisms/access... Access to information and services Fair recruitment Capacity to implement Forced labour/trafficking Tripartite plus consultation Ratification of conventions Workplace conditions/inspection Social security Labour rights Gender sensitive labour...</p> <p>0 2 4 6 8 10</p> <p>■ Compliant ■ Partially Compliant ■ Not Compliant ■ Inconclusive</p>	 <p>Complaints... Access to information and... Fair recruitment Capacity to implement Forced labour/trafficking Tripartite plus consultation Ratification of conventions Workplace... Social security Labour rights Gender sensitive labour...</p> <p>0 2 4 6 8 10</p> <p>■ Compliant ■ Partially Compliant ■ Not Compliant ■ Inconclusive</p>	n/a to be measured at endline	n/a	n/a

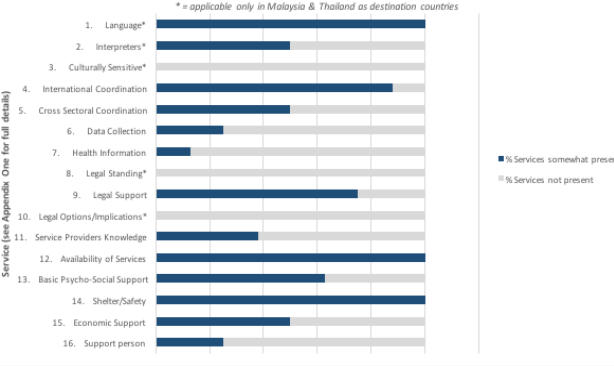
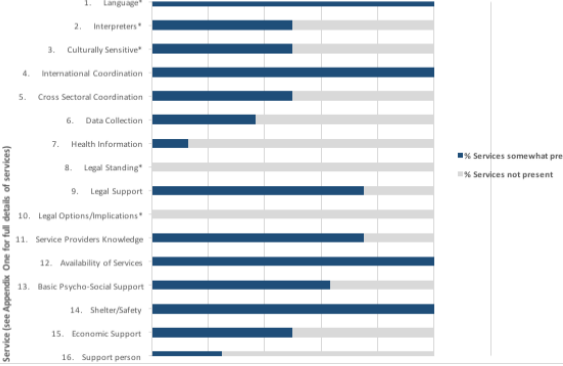
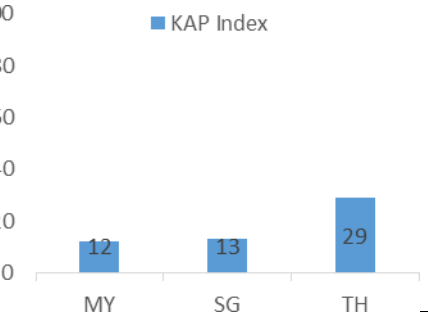
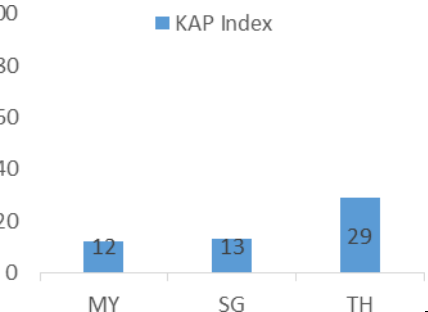
¹ Per Spotlight's Report format, this results table does not include Overall Objective level indicators, baselines and targets.

² (Spotlight Report form original footnote text here: "Please note this will not apply to all indicators. Indicators that are achieved should be noted as 'Achieved'. For indicators that are off target, please ensure that 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.

1.2 Number of complaints successfully resolved for women migrant workers	0 complaints ³	1981 complaints	1 complaint	1 complaint	Off target ⁴
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.	 <p>Compliant Partially Compliant Not Compliant Inconclusive</p>	 <p>Compliant Partially Not Compliant Inconclusive</p>	n/a (to be measured at endline)	n/a	n/a

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

⁴ Per Safe and Fair's workplans, the programme has first conducted mappings before setting up Migrant Worker Resource Centres which will deliver on this result. The programme is entering into contracts with MRCs, and they began work from 2019 Q3. Target is expected to be reached by programme endline.

2.2. Quality of service outcomes for WMWs experiencing VAW	<p>BASLINE 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>TARGET : 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> 	n/a (to be measured at endline)	n/a	n/a
Specific Objective 3: Data, knowledge and attitudes on the rights and contributions of women migrant workers are improved					
3.1 Index rating of public knowledge, attitudes and behaviours (KAP) towards WMWs in countries of destination	<p>Geographical area: MY, TH, SG⁵</p> 	<p>Geographical area: MY, TH, SG</p> 	n/a (to be measured at endline)	n/a	n/a
3.2 Number of governmental and civil society organizations implementing activities	0 governmental and civil society organizations (supported by SAF)	46 governmental and civil services organizations (supported by SAF)	109 govt. and CSOs (supported)	112 govt. and CSOs	Achieved

⁵ KAP data collected in 2018 survey. *Public attitudes towards migrant workers in Japan, Malaysia, Singapore, and Thailand (Bangkok).*

to protect the rights of women migrant workers in the ASEAN region.			by SAF) ⁶	(supported by SAF)	
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OUTPUT INDICATORS					
Output 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	17 policy instruments	17 policy instruments	On Target
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)	751 training participants (49% women) ⁸	797 training participants (49% women)	Off Target ⁹

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

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 These figures represent a little over one year of implementation, and will be increased over the coming months. However, due to COVID and curtailing of in person meetings currently, this target may need to be revised at programme mid-term.

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	1 institution ¹⁰	1 institution	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	235 women migrants	235 women migrants	On Target ¹¹
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	1 trade union/ migrant worker association	1 trade union/ migrant worker association	On Target ¹²
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 member ¹³	1,251 women migrant workers (of total 1,734 migrant workers and family members) ¹⁴	1,305 women migrant workers (of total 1,813 migrant workers and family	Off Target ¹⁶
1.4.2. Number of migrant women benefiting from legal aid programmes					

¹⁰ From early 2020 in Thailand, specialised language training will begin for Cambodian migrants, through a CSO. Training modules were developed in 2019. A TVET in Cambodia was supported in 2019 to set up training and begin RPL in the hospitality sector.

¹¹ Target will be reached by endline. Further organizing work will be implemented in coming reporting period through new trade union MRCs in Lao PDR (with LFTU), Malaysia (with MTUC), and an upcoming agreement with a union in Thailand.

¹² Organizing work has concentrated on country of destinations. Cross-border work will pick-up in the coming period. It must be noted that through engagement with IDWF, cross border, regional exchanges have been facilitated among their members.

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

¹⁴ Inclusive of IOM project with Muslim migrants and trafficked persons, which included 64 women and 25 girls (counted as female/women for the purpose of this logframe), 26 men and 29 boys.

¹⁶ Per Safe and Fair's workplans, the programme first conducted mappings before setting up Migrant Worker Resource Centres which will deliver on this result. The programme has entered into contracts with MRCs in Cambodia, Lao PDR, Malaysia, Myanmar, Singapore and Thailand during the period July-December 2019. This target is expected to be

1.4.3. Number of migrant women benefiting from skills development/ certification				members ¹⁵	
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 ¹⁷	1 law/policy	1 law/policy	On Target ¹⁸
2.1.2. Number of countries with dedicated national strategies/action plans on eliminating VAW, which include women migrants	0 countries (with national strategies/plans, supported by SAF)	3 countries ¹⁹	1 country	1 country	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	1 information system	On Target ²⁰

achieved by programme end line.

¹⁵ Total beneficiaries in the IOM project may include same individuals across the two years, ie. the same person assisted in 2018 and in 2019, counted in both years. 2018 figures included 22 boys and 15 girls.

¹⁷ NB This is an indicator of total number of laws and/or policies that move in a measurable positive direction.

¹⁸ Safe and Fair spent this period primarily interviewing and consulting partners on policy gaps and opportunities for advocacy, through the Scoping Studies research. Some work has begun towards technical inputs on policy reform. Please see details in Output 2.1 Description of results. While Safe and Fair has given inputs, we now wait for legislative processes within governments to complete their course, and ultimately for laws and policies to which SAF inputted to be passed.

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

²⁰ Per SAF's workplans, the programme translated the ASEAN Regional Guidelines on Violence against Women and Girls Data Collection and Use (<https://www2.unwomen.org/-/media/field%20office%20easia/docs/publications/2018/04/asean-vawg-data-guidelines.pdf?la=en&vs=5541>) in Bahasa, Thai and Vietnamese, and will organize capacity building trainings on data collection and use in Indonesia, Philippines and Thailand, in 2020. A guidance note on VAW data collection and practical tools will be developed in early 2020 for implementation by front line service providers in Q3-Q4 2020.

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	2 draft SOPs being finalized	2 SOPs drafted and being finalised	On Target ²¹
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	0 users	0 users	On Target ²²
2.3.2 Number of women migrants who are provided with information by networks.	0 migrant women (supported by SAF)	7500 migrant women	6,023 ²³ migrant women	6,414 migrant women	On Target ²⁴
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	1,413 migrant women	1,413 migrant women	On Target ²⁵
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	1,330 front line service providers ²⁶	1,355 frontline service providers	Achieved

²¹ Per Safe and Fair's workplans, the programme spent this period elaborating a training tool on enhancing coordination to address VAWMWs. Trainings have been rolled out across ASEAN in 2019 and will be followed by the elaboration/strengthening of SOPs to ensure multi-sectoral referral mechanisms. Draft SOPs for referrals are already being finalized in 2 countries.

²² Per Safe and Fair's workplans, the programme identified and contracted community based and women led networks in Cambodia, Myanmar, Philippines and Viet Nam, through competitive processes and agreements were signed. SAF currently is identifying organizations in Thailand. Users of these networks will be supported starting 2020. The target will be achieved by programme end line.

²³ Figure may not be mutually exclusive.

²⁴ Including migrant women reached in 2018, total results are 4760 migrant women, which is 86% toward the indicator target.

²⁵ Per Safe and Fair's workplans, the programme spent this period elaborating a training tool on enhancing quality service provision to address VAWMWs. The training tool was rolled out across ASEAN in 2019. Trained front line service providers will collect data on the number of women migrants who received assistance. By programme end line target will be met.

²⁶ NB. Number not necessarily mutually exclusive, as some stakeholders may go to more than one SAF training.

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	2 task forces	On Target ²⁷
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	1 blog	1 blog	On target ²⁸
3.1.2 Number of media references to the content of knowledge products on women migrant workers.	0 media references	100 media references	26 media references	26 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	20 research studies and knowledge materials Additional 17 translations	37 research studies and knowledge materials	On Target ²⁹
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 (41% sex-disaggregated datasets)	65% total datasets (61% sex-disaggregated datasets) ³⁰	48% of a complete sex-disaggregated dataset (increase of 6% from 2018)	48% of a complete sex-disaggregated dataset	On Target

²⁷ Total of 3 task forces, when including 2018 results. Thus, programme has reached 50% toward indicator target.

²⁸ At the time of reporting, other women migrant workers are developing blogs. These will be online and reported in the next reporting period.

²⁹ Total of 38 research studies and knowledge products, when including 2018 results. Thus, programme has reached 76% toward the indicator target.

³⁰ 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.

3.2.2. Number of ASEAN countries collecting data on violence against migrant women (administrative or prevalence data)	0 ASEAN countries ³¹	4 countries collecting data pertaining to gendered violence against women migrant workers.	0 countries	0 countries	On target ³²
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 ³³	1,276,471 ³⁴ stakeholders	1,424,568 stakeholders	Achieved
3.3.2 Number persons reached through campaigns to address VAW, trafficking and gender-based discrimination of women migrant workers.					

³¹ 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.

³² Trainings to ensure the roll out of the “ASEAN VAW Data Guidelines” will be conducted in Indonesia, Philippines and Thailand in September 2020. Even though SAF is organizing trainings, and continues to advocate for collection of VAW data, the decision to collect VAW data or not lies with the relevant Government. SAF will continue to strongly advocate for initiating data collection and will offer technical support to governments. It’s important to acknowledge that this process will take time.

³³ 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.

³⁴ Figure may not be mutually exclusive. ILO Centenary event boosted media attention.

Annex B

Risk Management Report for South-East Asia/ASEAN Region

Risks	Risk Level: Very high High Medium Low (Likelihood x Impact)	Likelihood: Almost Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Extreme – 5 Major - 4 Moderate - 3 Minor - 2 Insignificant – 1	Mitigating measures undertaken during the reporting period (please include new risks, if any)	Responsible Unit/ Person
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.	M	3	4	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. 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.	All countries in programme
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.	H	4	4	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, although there has been greater support expressed for women migrant survivors of violence. 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.	All countries and RO team
Programmatic risks					
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.	H	4	4	The programme continued its advocacy efforts to include rights of domestic workers in the law and ratification of ILC 189. In Malaysia a draft law on DW is under drafting, Myanmar lifted ban on DW’s migration. The programme has engagement with ASEAN bodies such as The ASEAN Forum on Migrant Labour (AFML) and ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC), ACMW on the issue of domestic workers rights and supporting research on domestic workers with ACMW.	All countries and regional team

Risks	Risk Level: Very high High Medium Low (Likelihood x Impact)	Likelihood: Almost Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Extreme – 5 Major - 4 Moderate - 3 Minor - 2 Insignificant – 1	Mitigating measures undertaken during the reporting period (please include new risks, if any)	Responsible Unit/ Person
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.	M	3	4	The programme works with the key ministries working on migration and ERAW and bringing them together, to better inform programmes, policies and approaches related to migrant women workers and ending VAW.	All countries
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.	H	5	4	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. Through the scoping studies gaps were identified in existing services and efforts were made to develop common understanding on needs for women migrant workers on essential support services. 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 two training curricula: one aimed at strengthening the capacity of service providers to provide quality services and one aimed at enhancing the capacity of central level authorities in developing an effective multi-sectoral coordination mechanism to address VAWMWs. Trainings will be rolled out across ASEAN. Other training and resource materials are being developed, consolidated to be used in the field.	
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.	H	4	3	Policy recommendations made by the programme include the needs of all women migrant workers. The programme will prioritize sectors that remain informal, such as domestic work, as well as work on policy change toward lifting gender-specific migration restrictions which lead to women migrating informally. The programme is building capacities of front line service providers to provide services to all women migrant workers, including the undocumented. Through engagement with women's networks, the programme is including concerns of all women migrant workers, including undocumented and informal women migrant workers, in the programme. initiatives The programme is advocating for 'firewalls' (services given confidentially irrespective of status) so that all WMWS can access services, without being asked their migratory status.	All countries and regional team

Risks	Risk Level: Very high High Medium Low (Likelihood x Impact)	Likelihood: Almost Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Extreme – 5 Major - 4 Moderate - 3 Minor - 2 Insignificant – 1	Mitigating measures undertaken during the reporting period (please include new risks, if any)	Responsible Unit/ Person
Insufficient levels of international / cross border cooperation to create a consistently safer environment along women migrant workers' migration pathways.	H	4	4	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 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..	All countries and regional team
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.	H	4	5	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
Institutional risks					
Challenging levels and new types of coordination and communication required across different levels of the programme.	L	2	2	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.	L	2	2	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.	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.	M	5	3-4	Discussions are ongoing on engaging with the technical staff of UNODC	Regional team and senior management of ILO-UNWOMEN_ UNODC

Risks	Risk Level: Very high High Medium Low (Likelihood x Impact)	Likelihood: Almost Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Extreme – 5 Major - 4 Moderate - 3 Minor - 2 Insignificant – 1	Mitigating measures undertaken during the reporting period (please include new risks, if any)	Responsible Unit/ Person
NPAC and programme approval In Viet Nam the formal approval of the programme implementation was still pending two years after the start of the programme. This has impacted having formal NPAC meetings. In Cambodia, inter Ministerial divisions have resulted in delays in formalising the NPAC TOR and having an NPAC.	M	3	3	Discussions have been ongoing with the government for finalising the programme in Viet Nam and for finalising TOR of NPAC in Cambodia.	Cambodia and Viet Nam Country Directors
Fiduciary risks					

Assumptions:

1. The programme is based on the assumptions that the national and regional authorities in the target countries and region are committed to bettering conditions of women migrant workers and are willing to facilitate the implementation of the activities, and are receptive to adopting the recommendations advanced, and willing to engage in dialogue/negotiation with other stakeholders (trade unions, civil society, community-based and grassroots organizations).
2. Other assumptions are that other stakeholders are willing to engage in dialogues, networking, organizing, capacity building, attitudinal and behavioural change, and advocacy, and that there will be effective collaboration among a diverse set of stakeholders.

Annex C

Spotlight CSO Engagement Report

Risks	Risk Level: Very high High Medium Low (Likelihood x Impact)	Likelihood: Almost Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Extreme – 5 Major - 4 Moderate - 3 Minor - 2 Insignificant – 1	Mitigating measures undertaken during the reporting period (please include new risks, if any)	Responsible Unit/ Person	Impact: Extreme – 5 Major - 4 Moderate - 3 Minor - 2 Insignificant – 1	Mitigating measures undertaken during the reporting period (please include new risks, if any)	Responsible Unit/ Person
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)	Woman-led and WRO/feminist CSO	Migrant women and girls
1	1,1	Jaringan Buruh Migran (JBM, Indonesia)	National	\$ 30.000	ILO	Implementing Partner (IP)	Woman-led but not WRO/feminist CSO	Migrant women and girls
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.								
1	1,2	Migrant Forum in Asia (MFA, implementing in the Philippines)	Regional	\$ 68.291	ILO	Implementing Partner (IP)	WRO/Feminist CSO but not woman-led	Migrant women and girls
1	1,2	Raks Thai Foundation (Thailand)	National	\$ 49.811	ILO	Implementing Partner (IP)	No information available	Migrant women and girls
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)	Woman-led and WRO/feminist CSO	Migrant women and girls
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								
1	1,4	Persatuan Sahabat Wanita Selangor (PSWS, Malaysia)	National	\$ 140.516	ILO	Implementing Partner (IP)	Woman-led and WRO/feminist CSO	Migrant women and girls
1	1,4	Humanitarian Organisation of Migration Economics (HOME, Singapore)	National	\$ 55.931	ILO	Implementing Partner (IP)	Woman-led but not WRO/feminist CSO	Migrant women and girls
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								
2	2,1							
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							

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

2	2,3	CARE Cambodia	International	\$ 249.500	UNW	Grantee	WRO/Feminist CSO but not woman-led	Migrant women and girls
2	2,3	Center for Migrant Advocacy (CMA, Philippines)	National	\$ 30.000	UNW	Grantee	Woman-led and WRO/feminist CSO	Migrant women and girls
2	2,3	Child Helpline Cambodia	National	\$ 249.500	UNW	Grantee	No information available	Migrant women and girls
2	2,3	Institute of Politics and Governance (IPG, Philippines)	National	\$ 14.500	UNW	Grantee	Woman-led but not WRO/feminist CSO	Migrant women and girls
2	2,3	National Association for Sikolohiyang Pilpino (NASPI or National Association for Filipino Psychology)	National	\$ 10.000	UNW	Grantee	No information available	Migrant women and girls
2	2,3	Women's Legal and Human Rights Bureau (WLB, Philippines)	National	\$ 80.000	UNW	Grantee	Woman-led and WRO/feminist CSO	Migrant women and girls
2	2,3	Women Orgnaization Network (WON, Myanmar)	National	\$ 150.000	UNW	Grantee	Woman-led and WRO/feminist CSO	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

2	2,4	Women and Gender institute (WAGI) of Miriam College	National	22.400	UNW	Grantee	Woman-led and WRO/feminist CSO	Migrant women and girls
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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	Mekong Migration Network (MMN)	Regional	\$ 96.434	ILO	Implementing Partner (IP)	Woman-led but not WRO/feminist CSO	Migrant women and girls
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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	Institute for Social Development Studies (ISDS, Viet Nam)	National	\$ 79.803	UNW	Grantee	Woman-led and WRO/feminist CSO	Migrant women and girls
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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

3	3,3	Project Liber8 (Malaysia)	National	\$ 63.464	ILO	Implementing Partner (IP)	Woman-led but not WRO/feminist CSO	Migrant women and girls
3	3,3	Winrock International (Implementing in Thailand)	International	\$ 2.000	UNW	Implementing Partner (IP)	WRO/Feminist CSO but not woman-led	Migrant women and girls

PROGRAMME MANAGEMENT COSTS

N/A	N/A							
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TOTAL AWARDS TO CSOs **\$ 1.597.150** **include a formula-based sum here**

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.

Award Amount

In this context, an “award” is any financial grant, contract, or partnership agreement with a CSO.

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.

Woman-Led and 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.

Please select only “Woman-led” if the CSO is headed by a woman, but no information is available or it is not known if the CSO is a WRO/feminist CSO.

Please select only “WRO/feminist CSO” if the CSO is a WRO or feminist organisation, but no information is available or it is not known if the CSO is headed by a woman. Please select “No information available” if no information is available on or it’s not known if the CSO is headed by a woman or is a WRO/feminist CSO.

Primary Vulnerable/Marginalised Population Supported by Award

Under the principle of Leave No One Behind, Spotlight UN Country Teams are expected to ensure the representation of vulnerable and marginalised groups, including by engaging with CSOs that service or advocate for these groups. If the award covers several vulnerable or marginalised populations, select one population that is primarily served by the award.

Annex D

Spotlight Innovation and Promising or Good Practices

Pillar 2- Strengthened Institutions and systems

a) Foresight is a strategic planning tool that strengthens the anticipatory and adaptive capacity of governments, identifying common stakes, risks and opportunities across Ministerial and thematic silos. An initial Foresighting exercise that includes GBV in the policy framework on resilience with line ministries may be a useful tool to consolidate a joint vision, accelerate collaborative implementation and advocate for sustainable change.

b) Criterion Institute is addressing gender-based violence by directing one third of its resources over the next five years toward re-imagining possibilities for using finance as a tool to effect change on this critical issue. Like climate change, gender-based violence presents a risk to any company, industry or geographic market. Over the past year—against the backdrop of the #MeToo and #TimesUp movements—Criterion Institute has been working with investors, philanthropists and diverse social change experts to develop and test five strategies for using finance to address gender-based violence.

c) National Australian Bank is the first major bank in Australia to introduce a Domestic Violence Support Policy – including special paid leave for those dealing with domestic and family violence. The bank also offers Domestic and Family Violence Assistance Grants to help customers experiencing financial hardship to escape violent homes. In 2017, NAB granted \$1.4 million to support organisations driving innovative, scalable solutions in domestic and family violence prevention and intervention, and in building financial capability. NAB has also launched the “Join Together” campaign against domestic and family violence, which includes extending the bank’s leading domestic and family violence support policy, posting messages on over 1,700 NAB ATM transaction screens and Redi ATMs around Australia, and providing new information online.

In Indonesia SAF has adopted an innovative approach towards ensuring the implementation of the law governing labour migration. The development of sub regulations (to implement the national law) has adopted a participatory process and an evidence-based approach. Indonesia has a decentralized administration and as such labour migration governance is to some extent decentralized.

For long, like many other countries, Indonesia has grappled with unethical recruitment practices, trafficking due to lack of strong village monitoring mechanisms. Developments of law done at national and village level are effective means to prevent trafficking, violence and abuses.

Through the SAF programme, a Village Protocol was developed. This was done following a Participatory Action Research on “Village Based Management to Enhance Service Delivery to Women Migrant Workers and Families”. The Village Protocol and Referral Mechanism on Village services and programme to enhance safe and fair labour migration will be adopted by Village Government as Village Policy/Regulation in 2020. These were jointly developed by labour union and Village Representative Group consisting of Returned Women Migrant Worker, Village Government, Women’s Group, Youth and Religious Groups.

Another innovative approach was SAF since the inception has built a strong relationship with the Ministry of Manpower (MOM) and Ministry of Women Empowerment and Child Protection. The programme in close partnership with the MOM did Gender-Responsive Analysis of Law 18/17 for Improvement of Rights Protection of Indonesian Migrant Workers in the Migration Cycle. As the result of the research, MoM agreed to incorporate the recommendation to expand the LTSA services not only to cover the administrative services but also non administrative such as pre-employment information and consultation, counselling and legal aid consultation and services. These are innovative ways of engaging with different stakeholders to ensure approaches which are grounded and sustainable.

In partnership with Ministry of Manpower and Migrant Workers Network (JBM Coalition), a Tripartite Plus Forum was established which developed Gender Guidelines on the Implementation of Law 18/17.

The gender guidelines focus to regulate responsibility of duty bearers , recruitment agencies and employers on the implementation of Law 18/17 on the Protection of Indonesia Migrant Workers.

The gender guidelines will cover:

Labour Attaché guidelines ,

Code of Conduct guidelines for Private Placement Agency in taking effective measures to ensure gender responsive services and mitigate the risks of forced labour in their operations.

Gender Responsiveness program and organizing Women Migrant Worker guideline for the Labour Union.

Having these policy instruments and complemented by village level work as reported in Output 1 provide a comprehensive programming action. This approach is innovative, sustainable and replicable throughout the country.

Good /Promising practices

Indonesia

Title of the Promising or Good Practice	Piloting the Integration of Gender Responsive Migrant Worker Resource Centres (MRC) with Government One Roof Integrated Services (LTSA) (Government Office)
<p>Provide a description of the 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>This pilot will strengthen the accessibility of integrated support services for women migrant workers and their family.</p> <p>The Indonesian Government has made progress including through Parliament passing Law No. 18/2017 on the Protection of Indonesian Workers. The provisions of Law 18/17 mandate the government to enhance legal protections of workers throughout each phase of the migration cycle. The law lays out the roles and responsibilities of national and sub-national level duty bearers and calls them to strengthen service delivery and improve coordination. Safe and Fair will bring the gender lens to bear on the implementation Law 18/17 and ensure that the operationalization of Law 18/17 will enhance coordination at different levels of government and key stakeholders in providing support to migrant workers protection and empowerment.</p> <p>The Law 18/17 in article 38 provides an opportunity to develop Integrated One Roof Services Office (Layanan Terpadu Satu Atap, or LTSA) at the sub-national level to provide an easier, cheaper, faster and more transparent placement process for prospective migrant workers. The LTSAs aim to make the documentation process simpler, faster and less costly for migrant workers. This is particularly important for women migrant workers.</p> <p>Following up the recommendation from key partners, in period of end of December 2018 – June 2019, Safe and Fair with Ministry of Manpower and Centre of Women and Gender Studies, University of Indonesia co-created a research (technical paper) on Gender-Responsive Analysis of Law 18/17 for Improvement of Rights Protection of Indonesian Migrant Workers in the Migration Cycle (Recommendation for the Development of Subordinate Law No.18/17 on Protection and Placement).</p> <p>This research puts forth recommendations from Tripartite Plus actors for different stages of migration, namely, pre-employment, employment and post-employment stage. It recommends pre- employment services such as legal counselling, psycho-social counselling and access to justice, strengthening of services by labour attachés</p> <p>SAF ensured that the draft of technical paper reached wider audience for their inputs, which resulted in inclusion of provision of non-administrative services in the LTSA such as pre-employment information and consultation services, legal counselling, psycho-social counselling and provision of employment-related information in the draft.</p> <p>SAF facilitated a series of meeting between researcher team and Tripartite Plus actors to explain the needs for LTSA provide integrated supports services to migrant workers and their families. Previously the LTSA only focused on providing administrative services and now government agreed to add the LTSA's non-administrative services into the Government Regulation on Protection of Indonesia Migrant Worker as one of subordinate regulation of Law 18/17 (Rancangan Peraturan Pemerintah). There will be discussions on inclusion of referral and other essential services for women migrant workers who face violence or have been trafficked.</p> <p>The draft of Government Regulation will be signed by the President and currently with the Ministry of Law and Human Rights for harmonization and endorsement process by relevant key ministries.</p> <p>The process has facilitated in forging partnerships with nongovernmental organisations and migrant workers union to provide non-administrative services and this creates a roadmap for integration of Migrant Resource Centres in the LTSA (One Roof Integrated Services Government Office) which is mandated to provide services to migrant workers, women migrant workers. and their families.</p> <p>to SAF Indonesia will establish MRCs in select districts following the passing of the subordinate regulation. The Ministry of Manpower have agreed to piloting the government cooperation with Women Crisis Centre, NGO, and Labour Union in providing these services.</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>Access to authoritative information and integrated support services on fair labour migration and risks of trafficking, violence, exploitation, and abuse is improved for women and members of their families, including through the use of innovative technology</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>Beneficiaries: women migrant workers (potential, on site and returnee women) and their families in district level, namely</p> <ul style="list-style-type: none"> (1) Cirebon district (West Java Province) (2) Tulungagung district (East Java Province) (3) Blitar district (East Java Province) (4) East Lampung district (Lampung Province) <p>Key stakeholders engaged since the development of technical papers and its recommendations, through Tripartite Plus partners series of FGD and meetings. Relevant stakeholders are: Ministry of Manpower, Manpower Office as lead office for LTSA, BNP2TKI, Ministry of Women Empowerment and Child Protection, trade union, placement agency association, women agency, and university.</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 and/or in the context of the UNDS reform.</p>	<p>The non-administrative provision services such as: pre-employment services, counselling, and legal aid assistance of LTSA has been integrated in the subordinate regulation of Law 18/17, The government regulation is waiting for endorsement and legalization.</p> <p>The Ministry of Manpower as a regulator and leading agency on LTSA establishment have agreed to piloting the government cooperation with Women Crisis Centre, NGO, and Labour Union in providing these services, there by opening spaces for women's organisations and workers organisations to be engaged in labour migration and women's experiences.</p> <p>MRC or the NGOs will strengthen the coordination of LTSA at district level with village government. NGOs will work to outreach and strengthen the authoritative information at the village level, as well the capacity of village government and migrant worker community in developing a village based information and services centre. This initiative aims to ensure that prospective migrant workers and their family register and process their administrative documentation in the LTSA as mandatory by law.</p> <p>Safe and Fair MRCs will strengthen the LTSA's gender responsiveness non-administrative services such as authoritative information, case management, individualized support services to migrant women and their families, before, during and after their migration, employment services, psychological-social counselling, legal assistance for trafficking victims forced labour and other abuse, education and training, include strengthening village based services delivery on safe and fair migration.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>Length of time in issuing Government Regulation on Protection Indonesia Migrant Worker as one of subordinate regulation Law 18/17. There are many (Ministry of Manpower, Ministry of Law and Human Rights and President Office)</p> <p>Both of government and NGOs need to build trust and common understanding. SAF has facilitated series of meetings to provide a space of dialogue between key actors to ensure they have the mutual understanding and encourage them to work together. SAF also conducted a mapping of MRCs and consulted to government and Tripartite Plus key actors. This provided a space for them to recommend a model of MRC include the organization that can potentially be strengthened as MRC.</p> <p>Women Crisis Centre, which have programme and deliver services on psycho social counselling and services for the violence survivors lacks knowledge on labour migration regulations and procedures. In the other hand the migrant worker NGO or trade union is lack of knowledge on the issue of violence against women, but they have extensive experience in handling cases of labour rights violations. To close this GAP the MRC uses a multi-stakeholders partnership approach to strengthen these two groups in coordination, integration, as well their capacity to provide a comprehensive services and build a referral mechanism.</p> <p>MRC will develop one format data to compile the migrant worker cases. This one format data and services integration aim to ensure the survivor will be easier to report their case both in violence and labour rights violation as well have comprehensive services. At least the women crisis centre or migrant worker union have documented all their cases (violence and labour rights violations) and will practice the referral mechanism. This will reduce the time of survivor to report their complaint to different services provider.</p> <p>Lack of capacity and resources in term of fund and human resources both of LTSA and local organization or trade union. SAF will conduct series of training to build the organizational and technical capacity of MRC and LTSA</p> <p>Lack of knowledge on gender responsiveness policy and services. SAF will conduct Organizational Gender assessment for targeted MRC and LTSA, support the development of gender action plan for each of MRCs. In addition SAF will deliver gender training to the technical staff and manager of MRC and LTSA</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Establishment process of the first Government – NGO – trade union integration model, the main objective of this series of activities is to ensure the potential MRCs-LTSA have an agreement on the MRC operationalization format and adequate resources both of organizational and technical capacity to provide integrated support services on safe and fair labour migration and risks of trafficking is improved for women and members of their families.</p> <p>Other results thus far</p> <p>The model and mechanism of MRC – LTSA to ensure comprehensive services are provided and elimination of violence services integrate in the labour migration policy and services</p> <p>Strengthened the knowledge and capacity both agencies working in the elimination violence against women such as Women Crisis Centre on the labour migration issues (policy and services) and capacity of labour migration agencies (such as migrant worker union) on the issues on elimination violence against women (policy and services).</p>
<p>Adaptable (Optional) In what ways can this practice be adapted for future use?</p>	<p>The multi-stakeholder partnerships with clear legal umbrella and standard format of services and operationalization of MRC-LTSA. The legal umbrella will be a strong document for the local government to allocated government budget to fund the LTSA activities.</p>
<p>Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?</p>	<p>The LTSA have expanded their non- administrative services. And stated in the government regulation on Protection of Indonesia Migrant Worker This model from the sub regulation to establishment of partnerships, the process documentation is replicable. SAF is just piloting the first few MRCs</p>

Sustainable What is needed to make the practice sustainable?	A comprehensive strategy of policy advocacy and practice to close the gap between policy and practice, as well the gap of communication and coordination between different actors. Intensive engagement with key government and stakeholders through a multi-stakeholder (Tripartite Plus) social dialogue forum. The forum is a place to strengthen the voice of women migrant worker to speak up their needs and rights.
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	Ms. Eva Trisiana, Director of Placement and Protection Indonesia Overseas Worker, Ministry of Manpower Mr. Sigit, Head of Section of Placement Unit, Chairman of LTSA, Ministry of Manpower

Malaysia

Title of the Promising or Good Practice	Bringing together marginalised and “invisible” migrant domestic workers in Malaysia
Provide a description of the 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?)	The International Domestic Workers Federation (IDWF) team is using alternative educational and recreational activities to complement its interventions to develop and strengthen women migrant domestic workers’ capacity to organise and network in Malaysia. Recreational-educational activities such as English language classes are conducted every two weeks on an ongoing basis to attract women migrant workers to attend IDWF-organised meetings designed to raise awareness on the importance of organising and freedom of association.
Objective of the practice: What were the goals of the activity?	Increase outreach to more Indonesian women migrant domestic workers Increase confidence of women migrant domestic workers to engage with external stakeholders Create opportunities for women migrant domestic workers to take on leadership roles in the planning and executing of community-based activities Provide a platform for Indonesian women migrant domestic workers to network and share experiences, consultation on challenges they experience as women migrant workers
Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.	The main beneficiaries are women migrant domestic workers from Indonesia. Women migrant domestic workers from Indonesia were consulted by IDWF about how best to engage more workers in organising activities and what roles they can play in that regard. It was suggested that recreational-educational activities would be effective in attracting women migrant domestic workers to participate. As many women migrant domestic workers only have one paid day off weekly or one paid day off every two weeks, a strict classroom setting for capacity building, awareness raising and organising activities will garner strong and sustained interest. Women migrant workers take the lead on planning and executing plans for these bi-monthly activities and meetings, making it a practical platform for Safe and Fair’s target beneficiaries to develop and apply their organising and leadership skills.
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 EAWG and/or in the context of the UNDS reform.	Having women migrant workers are at the heart of consultations and designing interventions ensure buy-in and ownership by target beneficiaries and sustainability of the interventions. These activities also provide a platform for women migrant domestic workers to share experiences and work-related challenges they face.

	Two challenges with implementing these activities are (i) the lack of access of paid day off by women migrant workers and (ii) security risks associated with immigration status for undocumented women migrant domestic workers. Immigration raids and ad-hoc police stops for documentation check are common.
Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?	More Indonesian women migrant domestic workers were engaged in awareness raising and organising activities as a result of this approach, leading <u>to an unexpected result</u> - the formation of the Indonesian Migrant Domestic Workers Network (Persatuan PRT Indonesia Migran – PERTIM) in December 2019. Even where Indonesian women migrant domestic workers do not join PERTIM as members, this approach has encouraged sustained participation in IDWF or PERTIM activities and meetings.
Adaptable (Optional) In what ways can this practice be adapted for future use?	N/A
Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?	N/A
Sustainable What is needed to make the practice sustainable?	Formalisation of PERTIM and continuous support to building the capacity of women migrant workers to organise.
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?	N/A
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	

Viet Nam

Title of the Promising or Good Practice	Developing a sustainable engagement of all stakeholders on ending violence against women migrant workers in Viet Nam
Provide a description of the 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?)	A Working group on EVAWMW with representatives at working level from key partners has been established to facilitate exchange of information, and expertise among key partners in the country.
Objective of the practice: What were the goals of the activity?	the Working group is more technical platform for exchange of ideas, facilitating joint work and sharing technical resources. It is also an appropriate space where CSO are more easily acknowledged for their contributions and expertise, facilitating their participation at political level. It is learnt that for the Working group to be truly useful, UN agencies needs to demonstrate strong engagement with the group. SAF is engaged in this group.

Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.	CSOs, government, UN Agencies, researchers are also invited especially when they have done some relevant work on gender and labour migration
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 and/or in the context of the UNDS reform.	It ensures that women migrant workers and their representatives are fully engaged in discussions related to labour migration and ending violence. It allows sharing up-to date information about relevant on-going work, plans, strategies (even those that are in the making) by different actors including that of UN Women and ILO. That creates not only potential for synergy, but also alliance around certain topics. For example, 3 topics of priorities were identified and followed up: Gender responsiveness in pre-departure training for migrant workers AND for foreign service officials; gender mainstreaming in revised Law 72; coordinated services on EVAWMW.
What challenges were encountered and how were they overcome?	Ideally, the working group should be chaired by the representative from MOLISA and co-chaired by other partners. However, representative from MOLISA is not ready yet, and for the moment UN Women and ILO can take lead in chairing.
Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?	The preliminary results of the working groups are: - a partnership was developed with MoFA (Consular Department) in enhancing capacity of foreign service officials in response to VAWMW and trafficking adopting a rights-based and survivor centred approach. This collaboration will expand to developing standard operation procedure for responding to cases of VAW, including for WMW and trafficking to be applied by foreign service officials, and communication on safe migration for women as part of communication on GCM (this will be supported by SAF) - Shared perception on gender gaps in Law 72 and the need for advocacy for gender mainstreaming in the revised Law 72. VAMAS and CSO organized a dialogue with participation of returnee WMW, approaching Viet Nam television for a programme on safe migration for women. VN Women's Union and MoFA prepared their inputs on gender analysis report in the process of the Law revision.
Adaptable (Optional) In what ways can this practice be adapted for future use?	We will work on maintaining the connection of the group members, at the same time, supporting the work by each member so lessons learnt, reflections can be shared in further group meetings, enhancing mutual exchange of interests and learning.
Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?	The group should not be "scaled up" in the sense of formalizing it, or making it political, allowing more free exchange and learning. The group however can encourage the engagement of other actors, for example returned officers of labour representatives who used to work abroad, former foreign service officials, when the focus of the group is more on coordination of services and standard operation procedure.
Sustainable What is needed to make the practice sustainable?	The group is made of and owned by diverse groups with common interests so with leadership built within the group, the work and meetings can be sustained.
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?	A quick evaluation can be done by the members at the end of this year to have information on that.
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	

