



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

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

Annual Narrative Programme Report

1 January 2021 – 31 December 2021

Initiated by the European Union and the United Nations:



Programme Title & Programme Number

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

MPTF Office Project Reference Number: ¹ 108309

Recipient Organization(s)

International Labour Organization

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

Programme Cost (US\$)

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

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

Agency Contribution: 629,472 USD

Spotlight Funding and Agency Contribution by Agency:

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

TOTAL: \$30 000 000

Priority Regions/Areas/Localities for the Programme

South-East Asia/ASEAN region

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

Key Partners

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

Programme Start and End Dates

Start Date:
01.01.2018

End Date:
31.12.2022

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

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

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Acronyms and abbreviations

16 Days	16 Days of Activism against Gender-based Violence
3rd NAPVAW	Third National Action Plan to Prevent Violence against Women (2019–23), Cambodia
ACE	ASEAN Confederation of Employers
ACMW	ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers
ACW	ASEAN Committee on Women
ACWC	ASEAN Commission on the Promotion and Protection of Women and Children
ACTRAV	ILO Bureau for Workers' Activities
AFML	ASEAN Forum on Migrant Labour
AIBD	Asia-Pacific Institute for Broadcasting Development
AJI	Alliance of Independent Journalists (Indonesia)
App	Digital application
AMMPO	Nationalist Association of Overseas Filipino Workers (Asosasyon ng mga Makabayang Manggagawang Pilipino Overseas), Malaysia
ASEAN	Association of Southeast Asian Nations
ATUC	ASEAN Trade Union Council
ATUMNET	African Trade Union Migration Network
AVP	Audio-visual products
BBPS Team	Babaeng Biyahero Psychosocial Support Team (Philippines)
BLE	Bureau of Local Employment (Philippines)
BMRIAC	Migrants, Refugees and Immigration Affairs Committee (Malaysia)
BP2MI	Badan Pelindungan Pekerja Migran/ National Board for the Placement and Protection of Indonesian Overseas Workers (Indonesia)
BRIDGE	From Protocol to Practice: A Bridge to Global Action on Forced Labour (ILO project)
BSR	Business for Social Responsibility
BWI	Building and Wood Workers' International
C.190	ILO Violence and Harassment Convention, 2019 (No. 190)
C4D	Communications for development
CBPN	Community-based protection network
CDE	Centre for Domestic Employees (Singapore)
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CHC	Child Helpline Cambodia
CIFAL	International Training Centre for Authorities and Leaders (United Nations)
CLIENTS	Counselling, legal assistance, information, education, networking, trade union/migrant association organizing; and skills development services
CMA	Center for Migrant Advocacy (Philippines)
COSI	Community of the Spotlight Initiative
COVID-19	Coronavirus disease of 2019
CRMW	UN Convention on the Rights of All Migrant Workers and Members of their Family
CSAGA	Center for Studies and Applied Science in Gender, Family, Women and Adolescents (Viet Nam)

CSO	Civil society organization
CTIP	Counter trafficking in persons
CTUM	Confederation of Trade Unions, Myanmar
CWCC	Cambodian Women's Crisis Center
DAWN	Development Action for Women Network, Inc. (Philippines)
DFA	Department of Foreign Affairs (Philippines)
DOFIL	Department of Overseas Filipino Workers (Philippines)
DOLAB	Department of Overseas Labour (Viet Nam)
DOLE	Department of Labor and Employment (Philippines)
DMWOF	Department of Migrant Workers and Overseas Filipinos
DSD	Department of Skills Development (Thailand)
ECOP	Employers Confederation of the Philippines
ECOT	Employers Confederation of Thailand
ESC	Employment Service Centre (Viet Nam)
EU	European Union
EVAW	Ending violence against women
EVAWMW	Ending violence against women migrant workers
FAO	Food and Agricultural Organization of the United Nations
FLEP	Foundation for Labour and Employment Promotion (Thailand)
FGD	Focus group discussion
GBV	Gender-based violence
GBViE	Gender-based violence in emergencies
GCC	Gulf Cooperation Council
GSO	General Statistics Office (Viet Nam)
HOME	Humanitarian Organization for Migration Economics (Singapore)
IDWF	International Domestic Workers' Federation
IEC	Information, education and communication
ILO	International Labour Organization
ILMS	International Labour Migration Statistics
ILS	International labour standards
IOM	International Organization for Migration
IP2MI	Ikatan Persaudaraan Pekerja Migran Indonesia
ISDS	Institute for Social Development Studies (Viet Nam)
IVR	Interactive voice response
JBM	Jaringan Buruh Migran/Migrant Worker Alliance (Indonesia)
JWB	Justice Without Borders
KAP	Knowledge, attitudes and behaviours
KNOMAD	The Global Knowledge Partnership on Migration and Development
KPI	Koalisi Perempuan Indonesia/Indonesia Women Coalition
KSBSI	Confederation for All Indonesia Trade Unions (Konfederasi Serikat Buruh Seluruh Indonesia)
LEARN	Labor Education and Research Network (Philippines)
LFTU	Lao Federation of Trade Unions
LGBTQI+	Lesbian, gay, bisexual, trans, queer, intersex, and other gender orientations
LLRC	Labour Law Reform Coalition (Malaysia)
LNOB	Leave no one behind

LO	Norwegian Confederation of Trade Unions
LTSA	One-Roof Integrated Service Centre (Indonesia) (Layanan Terpadu Satu Atap)
MAPO	Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (Malaysia)
MDW	Migrant domestic worker
M&E	Monitoring and evaluation
MEF	Malaysian Employers Federation
MMK	Myanmar Kyat (currency)
MOFA	Ministry of Foreign Affairs (Viet Nam)
MOH	Ministry of Health (Thailand)
MOHR	Ministry of Human Resources (Malaysia)
MOL	Ministry of Labour (Thailand)
MOL DSD	Ministry of Labour Department of Skills Development (Thailand)
MOL DLPW	Ministry of Labour Department of Labour Protection and Welfare (Thailand)
MOLISA	Ministry of Labour, Invalids and Social Affairs (Viet Nam)
MOLSW	Ministry of Labour and Social Welfare (Lao People's Democratic Republic)
MOM	Ministry of Manpower (Indonesia)
MoU	Memorandum of understanding
MOWA	Ministry of Women's Affairs (Cambodia)
MOWECP	Ministry of Women Empowerment and Child Protection (Indonesia)
MPTF	Multi-Partner Trust Fund
MRC	Migrant Worker Resource Centre
MSDHS	Ministry of Social Development and Human Security (Thailand)
MTE	Mid-term evaluation
MTUC	Malaysian Trades Union Congress
MVHI	Migrant volunteers on health and interpretation
NAP	National action plan
NAPTIP	National Action Plan on Trafficking in Persons (2021–25), Malaysia
NAPVAW	National Action Plan on Eliminating Violence Against Women
NCR	National Capital Region (Philippines)
NEA	National Employment Agency (Cambodia)
NERS	National Employment Recovery Strategy (Philippines)
NGO	Non-governmental organization
NIVET	National Institute of Vocational Education and Training (Viet Nam)
NPAC	National Programme Advisory Committee
NPAVAWVAC	Second National Plan of Action on Preventing and Elimination of Violence against Women and Violence against Children (2021–25) (Lao People's Democratic Republic)
OFW	Overseas Filipina/Filipino worker
OHCHR	Office of the High Commissioner for Human Rights
OSH	Occupational safety and health
OWWA	Overseas Workers Welfare Administration (Philippines)
P2TP2A	Integrated Service Centre for the Empowerment of Women and Children (Pusat Pelayanan Terpadu Pemberdayaan Perempuan dan Anak)
PAC	Programme advisory committee
PASEI	Philippine Association of Service Exporters

PCMD	Provincial Committee on Migration and Development (Philippines)
PDOLVT	Provincial Department of Labour and Vocational Training (Cambodia)
PERTIMIG	Indonesian Migrant Domestic Workers Association (Persatuan Pekerja Rumah Tangga Indonesia Migran), Malaysia
PESO	Public employment services office (Philippines)
PMHN	Philippine Migrants Health Network
PMRN	Philippine Migration Research Network
POEA	Philippines Overseas Employment Administration
POLO	Philippine Overseas Labor Offices
PPE	Personal protection equipment
Prodoc	Project document
Prospect	ASEAN-USAID Partnership for Regional Optimization within the Political-Security and Socio-Cultural Communities
PSC	Project steering committee
PSWS	Selangor Friends of Women Association (Persatuan Sahabat Wanita Selangor), Malaysia
RBB	Rights Beyond Borders (Thailand)
RBM	Results-based management
RC	Resident coordinator (UN)
RDC	Regional Development Council
ROAP	Regional Office for Asia and the Pacific
RPA	Regional Plan of Action
RPAC	Regional Programme Advisory Committee
RPL	Recognition of prior learning
RTF	Raks Thai Foundation
RUNO	Recipient United Nations organization
S2S	Ship to Shore Rights South East Asia project
SAF	Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region
SBMI	Indonesian Migrant Workers Union/ Serikat Buruh Migran Indonesia
SCIMD	Sub-Committee on International Migration and Development (Philippines)
SDC	Swiss Development Cooperation
SDG	Sustainable Development Goal
SENTRO	Sentro ng mga Nagkakaisa at Progresibong Manggagawa (Philippines)
SERC	State Enterprises Workers' Relations Confederation (Thailand)
SIMFONI PPA	Online Information System for the Protection of Women and Children/Sistem Informasi Online Perlindungan Perempuan dan Anak (Indonesia)
SMART	Spotlight monitoring and reporting tool
SOCISO	Social Security Organization (Malaysia)
SOGIESC	Sexual orientation, gender identity and expression, and sex characteristics
SOP	Standard operating procedure
TDRI	Thailand Development Research Institute
TESDA	Technical Education Skills Development Authority (Philippines)
TIP	Trafficking in persons
ToR	Terms of reference
ToT	Training of trainers
TVET	Technical and vocational education and training

TVI	Technical vocational institute
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCT	United Nations Country Team
UNESCAP	United Nations Economic and Social Commission for Asia and the Pacific
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNITED	United Domestic Workers of the Philippines
UNODC	United Nations Office on Drugs and Crime
UN RC	UN Resident Coordinator
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UP	University of the Philippines
USAID	United States Agency for International Development
VAW	Violence against women
VAWG	Violence against women and girls
VAWMW	Violence against women migrant workers
VFI	Village Focus International (the Lao Democratic People's Republic)
VMU	Viet Nam Women's Union
#WOCDI	#WomenOFWSCANDOIT (Philippines)
WAO	Women's Aid Organization (Malaysia)
WCC	Women's Crisis Center (Indonesia)
WHO	World Health Organization
WLB	Women's Legal and Human Rights Bureau (Philippines)
WMC	Women's Media Center (Cambodia)
WMWs	Women migrant workers
WON	Women's Organizations Network (Myanmar)
WPCVOT	Welfare Protection Center for Victims of Trafficking (Thailand)

Executive summary

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

This report covers SAF results and progress for the period January–December 2021.

Box 1 Key SAF results in 2021

Highlights

- **Law reform:** In line with international labour standards, normative frameworks and agreed principles of gender-responsive and survivor-centred approaches, **26** legal and policy instruments ranging from labour migration regulations to national ending violence against women (EVAW) action plans and protocols supported with technical inputs from SAF. Support was also provided to ensure robust consultations were held during these legal policy engagements.³
 - o In addition, **3** regional and national action plans (NAPs) were developed to eliminate violence against women, including women migrant workers, and trafficking.⁴
 - o Of the total laws and policies to which SAF gave inputs to, **15** were adopted in 2021.
- **Service and information provision:** In 2021, **47,699** migrant workers, **34,885** of whom were women migrant workers (WMWs), and their families were provided with (a) support and information services, including psychosocial support, health, social or legal services; and (b) increased knowledge of available services related to violence and safe migration.⁵ In addition, SAF supported 26 Migrant Worker Resource Centres (MRCs) in eight ASEAN countries

³ Per Spotlight Indicator 1.1.1 – Number of draft new and/or strengthened laws and/or policies on ending violence against women and girls (VAWG) and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international human rights (HR) standards. For Spotlight Indicator 1.1.1 reporting, SAF includes a total of 26 laws and policies. This includes 21 total from SAF indicator 1.1.1 (14 of which were adopted), and one adopted law reported in SAF 2.1.1, as well as four additional laws given technical input and not yet adopted (under SAF 2.1.).

⁴ Per Spotlight Outcome Indicator 1.2 – Proportion of target countries that have national and/or sub-national evidence-based and costed action plans and monitoring and evaluation (M&E) frameworks on violence against women and girls/ harmful practices (VAWG/HP) that respond to the rights of all women and girls and that 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.

⁵ 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 sex and reproductive health, education and migration services. SAF indicators 2.3.2 and 2.4.1 are per Spotlight indicator 4.2.2: number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms of discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services.

- o SAF also strengthened **11** information systems; and established **7** referral mechanisms and pathways to enhance the availability of coordinated quality services for women migrant workers who are survivors of violence.
- **Capacity building.** In 2021, SAF enhanced the capacities of **5,439** stakeholders. The capacity development initiatives focused on women migrant workers' (WMWs) rights, gendered nature of labour migration and its implications, violence and harassment in the world of labour migration, gender-responsive service provision, women migrant workers leadership, organizing, coordinated quality service provision to address violence and prevention of trafficking, online service provision through technology, how to do outreach to women in communities, data collection among other issues.
 - o Stakeholders who benefited from the trainings included WMWs and their families; frontline service providers; CSOs, including women's rights organizations; domestic workers' organizations; migrant workers organizations; trade unions and workers' organizations; employers' organizations; recruitment agencies; government departments in relevant line ministries; media; and youth. Engagement with men and boys and community members also continued.
- **Organizing, networking and skills development.** A total of **3,395** WMWs were organized into workers' unions and associations, so that women could advocate for their rights; benefit from collective bargaining agreements where relevant; build solidarity; and learn from each other. In addition, **608** WMWs developed certified skills, providing them with access to decent work and contributing to reduced risks of violence and trafficking.⁶ Since many networks used online platforms for engagement (6 online platforms were used), in 2021 the number of users of such networks increased to **59,796**.
- **Research and data:** **34** knowledge products were produced and disseminated to inform evidence-based decision-making⁷ and a further **19** knowledge products or laws were translated into either national languages or English.
- **Changing knowledge and attitudes.** To change knowledge, attitudes and behaviours towards WMWs, including harmful social norms and gender stereotyping and violence against WMWs, public outreach initiatives⁸ were extended in person to **5,869** people and to another **734,861** persons through the use of online platforms; **20** campaigns were conducted and outreach initiatives undertaken.⁹

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

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

⁸ Per Spotlight indicator 3.2.2: number of people reached by campaigns challenging harmful social norms and gender stereotyping.

⁹ Per Spotlight indicator 3.2.5: number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated.

- CSO engagement. Through 2021, **61** civil society organizations (CSOs)¹⁰ throughout ASEAN were engaged with. To enhance peer networking and service provision in response to violence against WMWs, **48** CSOs were provided with financial support.¹¹ Within this engagement, CSOs and WMWs were supported in their advocacy efforts to further progress on gender-responsive labour migration and ending violence against women and girls, especially WMWs.¹²

In 2021, the ongoing COVID-19 pandemic continued to impose restrictions on workers' mobility. Many WMWs suffered job losses and returned home. Others, who were able to remain in the country of destination, were often excluded from social security or not prioritized to receive COVID-19 assistance (whether in terms of information, protective materials, vaccinations or financial assistance), with additional, sector-specific challenges such as those faced by domestic workers. Prevailing negative perceptions, and the rise of new narratives blaming migrant workers for bringing the virus with them, exacerbated the discrimination WMWs already faced. Some ASEAN countries of destination imposed emergency measures to contain the spread of contagion that curtailed livelihood opportunities for migrant workers, as well as placing WMWs at increased risk of experiencing – and being unable to remove themselves from – violence and harassment at the workplace. In some ASEAN countries of origin, returnee migrant workers were being quarantined on the outskirts of their villages, and faced discrimination as possible carriers of the virus.

In such situations, digital services and platforms, as well as partnerships with trade unions, CSOs and MRCs, have played a crucial role in providing information and services while helping to reduce violence against women (VAW). This highlights the urgent need to provide digital literacy skills to WMWs. It also means that service providers need to be both aware of and adept in the safe use of online technologies. They need to acquire the resources to provide services and information safely and with respect for the dignity and privacy of WMWs. In addition to its programming, SAF supported service providers in building their capacity in these areas (as reported below).

Despite the uncertainties, the overall implementation of the programme continued throughout the year (reported below). The year 2021 also witnessed an independent mid-term evaluation (MTE) of the SAF programme. The MTE objectives were to assess the programme's relevance and coherence, and to identify effective strategies and challenges in progressing towards the programme's specific objectives. The scope of the evaluation covered all programme activities carried out in ASEAN member countries for the period 2018–20.

¹⁰ Note that this is inclusive of CSOs, associations, academic institutions and mass organizations. The number does not include trade unions.

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

¹² Per Spotlight indicator 6.1.2: number of official dialogues with relevant government authorities with the meaningful participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination. A total of 80 dialogues were held in 2020.

The MTE identified the following conclusions and recommendations:

- SAF is filling important gaps with respect to protecting the rights of WMWs to a life free from violence and reflects strong joint programming and UN reform principles that facilitate achieving results that are greater than the sum of their parts.
- The regional dimension of the programme has helped to support WMWs throughout their migration journey, with strengthened service delivery across migration corridors, while also contributing grassroots-level and real-world perspectives and experiences to regional labour migration policymaking among ASEAN bodies.
- Collecting disaggregated and intersectional data on VAW and labour migration has proven to be a highly complex task, one that requires political will and significant investments in time and resources.
- The MTE recommended strengthening the regional dimensions of the programme, as well as increasing programming efforts to strengthen WMWs' immediate support network (husbands and other family members).
- It further recommended having the programme's communications campaign strategically and more effectively influence changes in social attitudes while, where feasible, integrating communications for development (C4D) elements to effect behaviour change. Collaboration with other UN labour migration programmes across the region was recommended as a means of promoting enhanced synergies around both engaging recruiters and employers and providing financial training and business support to returning WMWs. The MTE also recommended supporting the programme team's delivery of the joint programme.

SAF has reported the MTE in greater detail (see section below, "Capturing broader transformations across outcomes"), and has taken steps to apply the recommendations in its programming in 2021 and in 2022.

SAF's 2021 interventions included the following key results and progress, clustered under the following headings, which span the range of programme objectives:

- legal frameworks and policies;
- coordinated, quality service provision;
- increased stakeholder capacity;
- strengthening women's leadership, organizing and peer networking;
- creating evidence and knowledge for policy and services (includes data collection);
- shifting attitudes and behaviours; and
- engagement of WMWs and CSOs (including women's and migrant worker movements).

Legal frameworks and policies

In 2021, SAF made good progress in providing support to ASEAN Member States to adopt legislation, policies and practices on labour migration, and eliminating violence against women (EVAW), in line with international normative frameworks on the protection of migrant workers, domestic workers, and anti-trafficking. SAF contributed to **26 laws and policies**, of which 15 were adopted. Three regional and action plans were also adopted (see box 1, “Key SAF results in 2021”, above).

With respect to labour migration laws, SAF inputs included specific focus on gender and women migrant worker concerns in keeping with normative international labour standards, as well as measures for the prevention of violence and harassment in line with the ILO Violence and Harassment Convention, 2019 (No. 190). In Indonesia, the integration of gender-responsive migrant worker resource centres (MRCs) with the government's One Roof Integrated Services Office (LTSA) constitutes a pilot multi-stakeholder partnership between the Government, migrant worker unions and women's crisis centres in developing integrated and coordinated gender-responsive services, in accordance with Law No. 18/2017 on the Protection of Indonesian Migrant Workers, for migrant workers at all stages of their journey. The inclusion of the women's crisis centres will ensure that cases involving violence, abuse and trafficking of WMWs will receive prompt and appropriate responses. These measures also supported several implementation mechanisms of the Decree on Placement of Migrant Workers in the New Normal (in the context of COVID-19). The newly created Department of Migrant Workers (Republic Act No. 11641) in the Philippines, which will oversee recruitment and service provision for migrant workers, has, with SAF inputs, incorporated gender into its provisions – for example, designating gender focal points that serve as EVAW focal points in Philippine missions abroad. Notably, this is the first time that the major labour migration law in the Philippines has included a specific EVAW provision.

SAF has supported the Governments of Indonesia, the Philippines and Viet Nam to ensure that WMWs' rights are protected in the migrant workers' placement regimes adopted during the pandemic. This involved providing technical inputs to draft official guidelines and standard operating procedures (SOPs) regulating the practices of private recruitment agencies to ensure ethical recruitment and accurate pre-departure information (Indonesia, Viet Nam), ensuring that migration costs such as mandatory immunization are not passed on to WMWs (the Philippines), securing migrant workers' access to repatriation support services (Viet Nam), and supporting healthcare and other essential services, especially during COVID-19 (Indonesia) while they are abroad.

For WMWs who have returned (or are returning) home, SAF has received official endorsement in the Philippines to create and implement a Reintegration Advisor and Referral Pathway at both national and provincial levels, providing a one-stop reintegration information platform and services for migrant workers and their families. SAF has ensured that national employment recovery (the

Philippines) and vocational training (Viet Nam) strategies are gender-responsive and address the needs of WMWs.

In relation to legislations and policies related to violence against women and trafficking, the Mid-term review of the ASEAN Regional Plan of action on EVAW, supported by UN Women through SAF, was a strategic milestone to identify measures to accelerate progress on EVAW across the region. The report included a focus on measures taken by Member States to address violence against women migrant workers, as one of the marginalized groups in the region at risk of violence.

Box 2

Mid-term Review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women (ASEAN RPA on EVAW 2016-2025)

The Mid-term Review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women (ASEAN RPA on EVAW) was led by the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) and the ASEAN Committee on Women (ACW), in collaboration with the ASEAN Secretariat and UN Women, through SAF. The mid-term review was conducted to take stock of the progress of the implementation of the plan after five years of implementation, highlighting advances among ASEAN Member States in strengthening the prevention of and response to violence against women in the region.

The report compiles the achievements reported by each of the Member States related to the five National Priority Areas and eight Key Actions that were identified as priorities for the first five years of the RPA on EVAW. It also presents progress in the three Regional Priority Areas achieved through the ACWC and ACW. It highlights the commitment of AMS to address violence against women as evidenced by the progress made across the National Priority Areas.

Strategically, the review identifies key recommendations in terms of initiatives to be prioritized to effectively address violence against women in the region. Among all, the most relevant to SAF are:

- 1) Develop and/or strengthen national action plans focused on VAW in all its forms and establish government institutional mechanisms to coordinate, monitor and assess the effectiveness of the measures taken, in addition to allocating sufficient resources
- 2) Increase efforts to address violence against excluded women who face intersecting forms of discrimination, such as documented and undocumented migrant women, and women who are trafficked for forced labour or sexual exploitation, among others
- 3) Address gaps in laws and policies, in terms of alignment with international frameworks, to better respond to VAW and increase legal protections for all women against all forms of VAW

- 4) Build capacities and mechanisms for government's effective enforcement of VAW laws
- 5) Use and generate evidence of what works to design VAW prevention programmes that target gender transformative change around social norms and behaviours
- 6) Assess VAW services based on standards in the UN Essential Services Package, and develop guidelines and standard operating procedures (SOPs) to address gaps and improve service provision for VAW victims/survivors

The mid-term review recommendations serve as a strategic vision to address EVAW in the region and were integrated into the ASEAN-wide regional workplan on ending violence against women and children which will provide guidance to national initiatives from 2021 to 2025.

The pandemic has drawn attention to the importance of having national and local support systems in response to VAW formalized through laws, NAPs and SOPs in order to ensure the availability of VAW services even during a crisis. Through SAF interventions, the Expanded Anti-Trafficking Act of 2021 of the Philippines has adopted gender-responsive and survivor-centred approaches to better protect women victims of trafficking, regardless of their legal status in the country of destination. With SAF support, furthermore, all the women senators in **the Philippines** joined forces to endorse a Gender-Responsive and Inclusive Pandemic Management Act, so that violence against all marginalized women be included among key priorities in COVID-19 response and recovery plans. The bill was drafted, with SAF technical inputs, through a series of consultations with key stakeholders from various marginalized groups of women, including WMWs. This was accompanied by policy research and campaign events calling for passage of the proposed bill. At the provincial level, SAF contributed to the adoption of a local ordinance to provide coordinated quality services to overseas Filipino workers (OFWs) of Cebu City, which has formalized OFW helpdesks to coordinate VAW service provision. SAF has also been engaging with the local government to disaggregate administrative VAW data and to create referral mechanisms linking VAW, migration and trafficking actors at the local level.

In **Thailand** and **Viet Nam**, SAF has been reviewing national laws on domestic violence, aiming to make them more survivor-centred and to address the needs of WMWs who have experienced intimate-partner violence at different stages of the migration cycle. In **Thailand**, WMWs participated in the review; in both countries the proposed amendments focus on securing survivor safety and perpetrator accountability. In relation to NAPs, **Malaysia** adopted its NAP on trafficking in persons (NAPTIP) with SAF support. In the **Lao People's Democratic Republic**, the programme also provided technical inputs into the draft NAPs on violence against women, and, in **Indonesia**, on trafficking in persons to ensure that gender-sensitive and survivor-centred approaches lie at the heart of all prevention, response and coordination measures regarding both VAW and TIP. In Indonesia, this has meant aligning the NAPTIP with the Government's COVID-19 GBV Protocol.

Leveraging UN Women's leadership role in implementing coordinated ERAW response systems, SAF supported government partners in developing multi-sectoral national-level SOPs on coordinated quality services to address violence against women, including women migrant workers, as a strategy to build sustainable systems. In **the Philippines** and **Viet Nam**, SOPs will soon guide foreign service officials in providing survivor-centric responses to violence against women migrant workers, and in **Thailand** a SOP will establish multi-sectoral coordination mechanisms across all provinces to serve all survivors of violence through quality coordinated service, and, in particular, to meet the specific needs of women migrant workers.

Coordinated quality service provision

SAF has partnered with governments, trade unions and CSOs to provide information and services to **34,885 WMWs**.

In **Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore and Thailand**, SAF supported 26 Migrant Worker Resource Centres (MRCs). SAF's MRC partners provided counselling on labour migration, shelter and medical services; assisted in case resolution and claims compensation; and coordinated with, and referred migrant workers and their families to, relevant authorities and other service providers. MRCs also disseminate information on labour rights; safe migration; issues of labour exploitation; violence against women and trafficking in persons, including through individual and group sessions; trainings; and outreach and advocacy activities – to both potential and returnee WMWs, their families and other members of the community.

In **Myanmar**, where government-managed MRCs are currently not supported, the peer networks have been a vital source of information and assistance – in one instance, women received psychological counselling services to help them cope with personal experiences of violence. In **Indonesia**, the first Integrated LTSA-MRC was awarded an Indonesian Migrant Worker Award by the Ministry of Manpower (MOM) for excellent provision of related services.

To specifically respond to violence against women migrant workers SAF strengthened local coordination systems for the provision of quality essential services to survivors by frontline service providers, CSOs and peer networks in Cambodia, Indonesia, Malaysia, Myanmar, Philippines, Thailand and Viet Nam, making sure they are survivor-centered and in line with international guidelines on referral services for survivors of violence. During the reporting period, **7 referral mechanisms** were established through multi-sectoral SOPs or Memorandum of Understanding (MoUs) across CSOs, shelters, hotlines and other service providers in the health, justice, police, social and labour migration sectors in **Indonesia** and **Thailand**. Many more are in drafting. Through SOPs and MoUs, the referral pathways for VAW case management are being institutionalized and the roles and responsibilities of different service providers clarified.

11 ERAW administrative data collection systems of service providers (both from CSOs and government departments) in **Indonesia, Malaysia and Thailand** were enhanced to generate evidence on the cases of VAW survivors seeking for help as well as to identify the emerging needs of WMWs subject to violence in the region, so to improve the quality of the services delivered.

As the COVID-19 pandemic raged on in 2021, SAF and its partners had to address the specific needs of WMWs, as well as the challenges and limitations faced by duty-bearers and service providers in delivering services. SAF and its partners promoted the use of mobile and online platforms, expanded shelter spaces expanded, and increased hotline capacities. They also distributed PPE; ERAW service directories; and information, education and communication (IEC) materials on COVID-19 safety measures.

Through these efforts WMWs were able, both online and face to face, to access reliable information on safe and fair labour migration; violence against women; and VAW services available through peer networks, CSOs, CSOs networks and other stakeholders.

Box 3

Award for best labour migration services

In Indonesia's Cirebon District, to improve gender-responsive services to Indonesian migrant workers in all cycles of labour migration from the village level to the country of destination, SAF strengthened multi-stakeholder collaboration between MRC and government agencies, village leaders, frontline service providers and district-level duty bearers. This was accomplished, as part of the on-going implementation of Law 18/2017 on the Protection of Indonesian Migrant Workers, by integrating gender-responsive MRCs in the government one-roof integrated services office (LTSA). In addition to providing comprehensive, gender-responsive services and information to WMWs and their families, the gender-responsive MRCs have enhanced provision of service delivery and information at the village level by establishing a Village Task Force for [the] Protection of Indonesia's Migrant Worker[s], which supports village governments in preventing VAW and trafficking by acting as information hubs, connecting village communities with labour migration and VAW-related services at district level, including the integrated LTSA-MRC. The Ministry of Manpower (MOM) awarded the integrated LTSA-MRC in Cirebon District with an [Indonesian Migrant Worker Award](#) for providing the best labour migration services for Indonesian migrant workers.

The Ministry has publicly stated that these particular multi-stakeholder partnerships are to be replicated, with government funding, in the other districts/municipalities. Betak Village in Tulungagung, East Java (where a SAF-supported MRC provides services), has also received a MOM award for the best village for migrant workers.

Building stakeholder capacity

MRCs, CSOs and frontline service providers improved their knowledge on how to better respond with rights-based, survivor-centric and gender-sensitive approaches to provide comprehensive services to WMWs in **Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam**. SAF also contributed to building the knowledge and capacity of employers, recruitment agencies, trade unions, workers' associations, MRCs, frontline service providers, and CSOs across the region on different facets of women's labour migration, anti-trafficking, gender-based violence and VAW, violence and harassment in the world of work; unionizing and leadership. With an eye on the long-term sustainability of its interventions, SAF has invested in the training of trainers, to replicate and transfer knowledge beyond its immediate stakeholders at the regional, national and local levels. In 2021, SAF also supported cross-border and cross-regional knowledge exchanges and sharing for trade unions, government agencies, and civil society.

Strengthening women's leadership, organizing and peer networking

Due to its ability to empower women to become active agents of change, the strengthening of WMWs' leadership, organizing and networking provides a key strategy to reduce violence and harassment faced by women and achieve gender equality and empowerment applied in both the labour and women's movements.

In addition to providing financial support to seven trade unions to organize women migrant workers (WMWs) and to provide MRC services, SAF also strengthened the partnerships and capacity of trade unions and migrant worker associations, as well as community and women's networks in **Cambodia, Indonesia, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam** to organize and network WMWs and to provide referral services where WMWs experience violence. As a result of these efforts **3,395 WMWs** were organized into trade unions, workers' associations and groups during the reporting period. The following new workers' organizations were established:

- three workers' associations for returnee WMWs in Indonesia;
- two trade union-supported local networks for WMWs in Indonesia; and
- a workers' group of Indonesian migrant domestic workers (MDWs) in Singapore.

Peer networks are informal groups that provide safe spaces for WMWs to share information on such issues as VAW, trafficking and safe migration. Peer-to-peer contacts also enable these women to expand their reach to other groups of WMWs. Moreover, peer networks provide initial emotional support and referrals to specialized VAW services where members experience violence; they are often seen as the first point of contact for a referral mechanism. In times of COVID-19 where in-person interactions have not been feasible, SAF supported these networks in a shift to online spaces, intending to focus on preventing and responding to violence and trafficking during the

pandemic. During the reporting period **59,796 users** were engaged online in addressing violence against WMWs, trafficking and safe migration.

SAF also supported leadership skills-building among women migrant worker leaders, as well as training WMWs in organizing; the ILO Domestic Workers' Convention, 2011 (No. 189); sexual harassment; networking; and unionism in **Indonesia, Malaysia, the Philippines and Singapore**. Since cross-border support is essential for migrant populations, in 2021 the programme prioritized the strengthening of cross-border cooperation between workers' associations. In **the Philippines**, SAF's trade union partners supported the creation of a transnational workers' association for Filipino domestic and care workers that will be registered in 2022.

Skills development and certification supports the empowerment of women by enabling them to access decent jobs and reducing their vulnerability to abuse, exploitation and violence. With more employable skills, WMWs acquire greater negotiating power and a better market position, with more control over their own economic decision-making and less dependence on brokers and potentially abusive employers. In cooperation with technical, vocational education and training (TVET) institutions in **the Philippines and Viet Nam**, SAF has supported **608 WMWs** in gaining new certified livelihood skills.

Creating evidence and knowledge for policy and services

In 2021, SAF developed **34 knowledge products**, and translated 19 knowledge materials into regional languages. These research and knowledge products contributed towards evidence-based policy and programme development, knowledge-building, capacity-building, and change to entrenched negative attitudes related to violence against women and WMWs.

Legal reviews such as *Domestic Violence Laws in Thailand – Recommendations for Strengthening Protections for Survivors and Who Is Going to Believe Us? Work-Related Sexual Harassment in Thailand with a Focus on Women Migrant Workers* have contributed towards policy reform in **Thailand**, as do policy papers on specific legislative proposals such as the *Policy Paper for the Proposed Legislation on Gender-responsive and Inclusive Pandemic Management* in the **Philippines**. A large share of SAF's knowledge products in 2021 have contributed to capacity-building, with many having already been used for trainings and knowledge-building activities in the reporting period, and others to be used for capacity-building activities in 2022. Translation of knowledge products into national languages has made them more broadly available, supporting capacity and knowledge-building among a wide range of stakeholders at the national and grassroots levels.

Shifting attitudes and behaviours

The dominant narrative presents WMWs in ways that inform public opinion and shape public attitudes towards their role in society. These perceptions can also influence policy decisions and the extent to which rights, protections and services are guaranteed to these largely stereotyped

groups. During the reporting period, new COVID-19 variants continued to impact the implementation of SAF communications outreach and campaigns. COVID-19 prevention measures included controls on movement and public gatherings. Nevertheless, the programme was able to carry out its communications outreach and campaigns as planned and has started to integrate C4D elements into interventions targeting youth and journalists in ASEAN.

SAF's regional and national campaigns reached **5,869** persons in person and another **734,861** online, challenging harmful social norms and gender stereotyping, including that of women and girls who faced intersecting and multiple forms of discrimination.

Among stakeholder groups to which SAF directed its interventions in 2021 were the media and youth. With regard to the former, SAF sensitized media professionals and built their capacity across the region. In **Indonesia** and **Viet Nam** SAF also focused on the use of gender-sensitive and migratory-inclusive language in media reporting and writing. With regard to youth engagement, SAF organized a cross-border forum in which youth leaders participated in a two-month mentorship and campaign development programme. The youth initiatives integrated C4D elements by targeting migrant youth whose countries of destination were **Malaysia**, **Singapore** and **Thailand**. As future leaders, their own positive attitudes and behaviours can influence the attitudes and perceptions of their own families and immediate communities towards WMWs.

The programme also leveraged the following international commemorative days to conduct specific public awareness and outreach activities:

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

Leave no one behind

A core principle of SAF work has always been "leave no one behind (LNOB)", given that SAF seeks to strengthen WMWs' voices and representation in law, services, social networks and unions. In its own inputs and legislative interventions, SAF has advocated for the inclusion of all WMWs within the protections of the law, regardless of their legal status. In **Malaysia**, for example, SAF supported WMWs to engage in policy advocacy for labour reform; in 2021, amendments to the labour laws, have sought to reduce the working hours of domestic workers, increased the length of maternity leave; the Employment (Amendment) Act 2021 no longer refers to domestic workers as "domestic servants" but instead as "domestic employees". Domestic workers are also now eligible to receive social security benefits concerning workplace injury. In **Thailand**, where

SAF conducted a comparative analysis on laws related to domestic violence, it organized focus group discussions (FGDs) with Myanmar and Thai migrant women to discuss the real challenges of survivors of violence in accessing essential services, to reflect the voices of survivors in the draft law. In the **Philippines**, public hearings for draft legislation were organized with WMWs and their representative organizations, to reflect their views and concerns on the proposed bills.

In addition to information and services, SAF has also supported skills-building among WMWs. Economic empowerment provides an effective strategy to reduce the risk of violence and harassment in the world of work for WMWs, as improved livelihood options can reduce their dependence on brokers and employers. SAF has also been consistent in recognizing that gender-based violence needs to go beyond the binary to include multiple gender identities. Through an on-going regional study on sexual orientation, gender identity and expression, and sex characteristics (SOGIESC) and labour migration, SAF is engaging with activists working on lesbian, gay, bisexual, trans, queer, intersex, and other gender orientation (LGBTQI+) issues in the targeted countries. The study will be published in 2022 and a regional webinar will be organized on the issue.

Strategic partnerships with women migrant workers and their representative organizations

SAF's approach is built on its direct engagement with WMWs and aims at empowering women as rights' holders and making sure that their voices are heard. SAF has been strongly supportive of the organizing of migrant domestic workers (MDWs) as well as supporting the creation of associations, peer networks of WMWs. In 2021, a new informal association for Indonesian MDWs, Ikatan Persaudaraan Pekerja Migran Indonesia (IP2MI), was established in **Singapore**, while in **Cambodia**, the **Philippines**, and **Viet Nam** WMWs created peer network groups to share useful information on safe migration and to provide peer support within the groups.

At both the national and grassroots levels, SAF has strengthened partnerships with CSOs, women's networks and community-based organizations. Many of these networks and organizations are women-led and SAF has been working to strengthen both the mandate of these organizations, and to build the institutional capacity of these CSOs in outreach, advocacy, case management, service provision (both remote through safe technology and face to face) and coordination, online facilitation, and campaigning. SAF funded shelters, services and hotlines for WMWs who had experienced violence. Through trainings and cross-border knowledge-sharing, SAF built the capacity of CSOs and frontline organizations (including grassroots groups) regarding the safe use of technology to provide services, and on how to support migrant workers in cross-border claims compensation. SAF's list of CSO partners for 2021 are documented in "Programme Partnerships" (below). Advisory meetings with the ASEAN CSO Reference Group during and after the mid-term evaluation were also organized to strengthen CSO engagement in SAF programming.

Partnership with the EU

SAF has a close partnership with the **European Union (EU)**. The Delegations are (a) invited to engage in major events; (b) kept apprised of the programme's activities via the monthly flash reports and regular meetings; and (c) through their active participation in the project steering committee (and in the subsequent briefing sessions), the regional programme advisory committees (RPACS) and national programme advisory committees (NPACs), are also kept abreast of the strategic directions in which SAF is progressing. In 2021, the EU Delegations were invited to participate in SAF's MTE. At the country level, the EU Delegations have publicly voiced their support for SAF's mandate, contributed to stakeholder discussions on key policy areas, and provided advice and guidance on sensitive matters. The MTE of SAF found that "EU delegates as part of national programme advisory boards can, in some cases, encourage high-level government officials to also participate".

The EU Delegation was instrumental in **Myanmar**, with SAF efforts to repatriate Vietnamese WMWs who had been trafficked into that country. Given that 2021 has required agile programming, SAF had been closely liaising with the EU Delegation to keep them apprised of the impact of COVID-19 on WMWs and the community. Engagement with EU communications colleagues has also helped with the visibility of SAF knowledge products, and social media messaging.

Contextual Shifts and Implementation Status

This document reports on the progress of the EU-funded Spotlight Initiative Safe and Fair programme (henceforth referred to as "SAF") in 2021, which has worked across all countries of the ASEAN region.¹³ Implementation continues to link labour migration, ending VAW, and anti-trafficking responses.

Significant (non-COVID-19 related) developments

Notable external developments in 2021 that have had a contextual impact on the programme include the following:

- Discussions and engagements at ASEAN level on labour migration governance, violence against women continued throughout 2021 with discussions on human-centred COVID-19 recovery measures. At national level several countries reviewed their national laws, policies, measures related to entry and working conditions of migrant workers, access to services for survivors of violence.

¹³ The ten member countries of the Association of Southeast Asian Nations (ASEAN) are Brunei, Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam. SAF reporting includes both the regional programme and country-level SAF work.

- The entry into force of the ILO Violence and Harassment Convention, 2019 (No. 190), coupled with the Generation Equality Forum are both landmark moments for supporting progress towards improving the rights of WMWs in the world of work.
- Natural disasters (flooding in **Malaysia**, the **Philippines**, and **Thailand**; and a typhoon in the Philippines) meant that implementation partners' priorities had to shift to meet the most immediate needs of migrant workers and the community at large. During such emergencies, migrant women affected by violence tend to face more difficulties in accessing essential services. SAF supported measures to keep WMWs and their families safe and with access to relevant services. SAF's response was to work closely with frontline service providers and partners to help them stay operational through the provision of personal protective equipment (PPE) and information on the heightened risks of violence. This response also included supplying information on where WMWs could seek help.
- Political transitions and instability in Myanmar and the Philippines had impacts on policies, the pace of legal reforms, and women's lives. The military takeover in **Myanmar** destabilized the country and is having ripple effects across the region, as forced migration resulted in increased reportage of undocumented, irregular migration, trafficking and heightened risk of violence against women. As people sought to flee the conflict as well as economic hardship imposed by the pandemic, the risk of trafficking, especially of women and girls, was high. In Myanmar, SAF's partners as well as SAF's UN colleagues have had their lives placed at risk, while the targeting of trade unionists, civil society, women's activists and journalists made it difficult for SAF (and other UN programmes) to implement their planned work in the country (see section "Challenges and mitigating measures", below).
- In the **Philippines**, the upcoming 2022 presidential elections and the last quarter's congressional budget hearing in 2021 were factors behind key legislation and policies not yet being passed. These included the SAF-initiated Gender Responsive and Inclusive Pandemic Management Act of 2021, as well as VAW-related policies such as the amendment of the VAW and rape laws. Despite that, SAF continued with public campaigns and lobbying with champions and allies in the legislature.

Continued effects of COVID-19 during 2021 on the context

- Repeated waves of the COVID-19 pandemic led all countries in the region to impose temporary restrictions on international travel, which included the closure of border crossing points and enhanced border surveillance; the suspension of visas; the interruption of international flights; and extensive testing and quarantines. This was complemented by such internal measures as **Myanmar's** domestic flight ban and the **Philippines'** suspension of public transport and use of roadblocks and checkpoints. In **Singapore** and **Thailand**, the use of "bubble and seal" tactics resulted in severe restrictions on the mobility of migrant workers in some sectors. Other countries imposed restrictions on their own workforces.

The **Philippines**, for example, banned overseas travel for Filipino nurses and medical workers for several months. SAF has been supporting migrant workers in **Thailand** who were affected by the “bubble and seal” policy, as well as providing essential services to returnee migrant workers quarantining in the **Lao People’s Democratic Republic**.

- Besides those migrant workers who involuntarily suffered job losses due to the COVID-19 pandemic, many migrant workers returned home and gave up their jobs due to concerns related to the pandemic. Without access to workplace rights, healthcare or social protection, workers who were abroad feared destitution and being prevented from returning home. An ILO survey of migrant workers in ASEAN indicated that 47 per cent of respondents left their jobs voluntarily, but, upon closer questioning, they cited concerns about documentation renewal and border closures, along with concern for their families in the face of the pandemic. Only three per cent of migrant workers received social security in their destination country. Many other workers kept their jobs, but were required to take unpaid leave, an experience commonly reported by migrant workers from ASEAN countries. Ninety-seven per cent of workers who were unemployed in destination countries had not accessed social security. 33 per cent said they were not provided with personal protective equipment (PPE).¹⁴
- Just as countries have been restricting travel, countries of destination such as **Singapore** and **Malaysia**, due to the demand for migrant labour, have announced re-opening of recruitment of migrant workers (with mandatory requirements for vaccination, and quarantine/stay-at-home measures). In **Indonesia** and the **Philippines**, governments have been drafting legislation that take into account the changing nature of labour migration, recruitment and placement needs. SAF has been contributing to these processes, advocating for a more gender-responsive approach to policy framing that is in line with international labour standards. Countries of origin have also been making more provisions for reintegration and skills development for migrant workers. In the **Philippines**, SAF has been supporting the creation of a “OFW Reintegration Advisor and Referral Pathway” for overseas Filipino workers (OFWs); through partnerships with technical, vocational education and training (TVET) schools in the **Philippines** and in **Viet Nam**, SAF has supported the re-skilling of WMWs.
- Violence continued to impact WMWs. Big data analysis¹⁵ shows that internet searches related to VAW and help-seeking rose significantly during the COVID-19 lockdowns in eight Asian countries, including the SAF programming countries of **Indonesia**, **Malaysia**, the **Philippines**, **Singapore** and **Thailand**. This reinforces evidence of the particular dangers faced by women when they are restricted in their mobility. The same analysis, conducted in migrant-dense neighborhoods in Malaysia, Singapore and Thailand, indicated that

¹⁴ ILO, [Locked Down and in Limbo: The Global Impact of COVID-19 on Migrant Worker Rights and Recruitment](#) (2021).

¹⁵ UNFPA, UN Women, Quilt.AI, [COVID-19 and Violence against Women: The Evidence behind the Talk](#) (2021). A publication partially funded by SAF.

nearly 80 per cent of online searches were tied to mental health. Of these, an estimated 30 per cent were classified as help-seeking searches. Based on search content analysis, COVID-19 brought about a greater level of stress, depression, fear, anxiety and loneliness. Digital services and platforms have a crucial role to play in helping address VAW, and this emphasizes the urgent need to provide digital literacy skills to WMWs, thereby helping to ensure access to potentially lifesaving online tools. While many service providers have made (or are in the process of making) that shift to online service provision, SAF has begun to address the need for the safe use of technology to ensure that women seeking such services are not (re)traumatized. This is in keeping with the “do no harm” principle, which is one key in providing care to victims and survivors of violence.

- Pandemic-related job losses, and the unavailability of social services to many, combined with the practical need to support households after migrant family members return home, have meant that many people, in their search for employment opportunities, have become more vulnerable to trafficking. Capitalizing on the increased time people have been spending on the internet, traffickers are using social media and other online platforms to target new victims.¹⁶
- WMWs in the region were vulnerable to specific impacts of the pandemic in 2021:
 - Labour migration continued to be viewed as an important alternative source of income opportunity and empowerment, especially as economies of countries of origin were impacted.
 - Increased risks of intimate partner violence in lockdowns, whether in destination countries or upon return home, were high as family members spent more time in close contact and families coped with additional stress and economic losses. Returnee WMWs were at risk to violence and harassment on their journeys back home, and in mandatory COVID-19 quarantine facilities.
 - The disruption of social and protective networks and decreased access to services meant they experienced increased risk of being trafficked.
 - Even before the pandemic, public attitudes towards WMWs in several destination countries in ASEAN were generally not positive. The spread of narratives blaming outsiders for bringing the virus in with them only exacerbated the discrimination WMWs faced. In some ASEAN countries of origin, returnee migrant workers were being quarantined on the outskirts of their villages and faced discrimination as possible carriers of the virus.

Box 4**Snapshot of SAF responses to COVID-19 in 2021**

SAF prioritized key interventions in line with its short- and long-term strategies:

Improved and continuing service provision and information sharing

1. PPE, survival kits and information packages on safe migration, VAW and migrant workers, trafficking, and COVID-19 were provided to WMWs and the broader community
2. Hotline services engaging WMWs in their own languages in countries of destination resulted in greater access to services. Building capacity among first responders to respond to WMWs' cases made essential services for WMWs more available.
3. Legal aid and case management services provided and facilitated access to justice for WMWs who may have been unfairly dismissed or who had experienced violence, harassment, abuse and/or exploitation.
4. The operations of services providers from all sectors, including migrant worker resource centres (MRCs) and civil society organizations (CSOs), received support, including to develop greater capacities to extend outreach and provide remote service provision to those WMWs who might have been unable to access the physical offices of the service providers.
5. Technical and other support was provided to shelters and quarantine facilities hosting WMWs to promote gender-responsive management of the facilities.
6. As a result of quality psychological counseling to frontline service providers operating during the pandemic, better services were provided to WMWs coping with stress.

Policy advocacy

7. Advocacy with governments aimed to ensure that mandatory immunization and mandatory insurance as pre-requisites to work abroad do not become costs that are passed unfairly to migrant workers – a practice that disproportionately discriminates against WMWs.
8. Advocacy with governments aimed to ensure that services provided to migrant workers were gender-responsive, especially to the needs of WMWs, including when they experienced violence and other forms of abuse.
9. Advocacy with employers and governments aimed to extend health and social services to all migrant workers, including women and those who were undocumented, especially when faced with violence, illness, or sexual and reproductive health needs. Such services should include access to COVID-19 testing and medical services

Supporting WMWs' networking and organizing

10. Cross-border knowledge-exchange and network building were enhanced among WMWs and their representative organizations, and between service providers in countries of origin and countries of destination.

- Civil society activists working on issues related to women's rights, labour rights and violence against women reported restrictions in freedom of speech with risks of arrests, detention and violence in Myanmar and the Philippines. While the reduced space did not affect SAF partnerships and implementation with CSOs, SAF continued to monitor the situation on the ground to support its CSO partners. It engaged CSOs for strategic and implementation support through a significant number of meetings, trainings and financial support, in addition to its role in the programme's NPAC and RPAC governance meetings throughout 2021.

A brief update on the programme's implementation status:

As of December 2021, the project had delivered approximately 75 per cent of the total tranches received. This included expenditures and encumbrances of ILO and UN Women. (See the official 2021 financial report for more information.)¹⁷

At the end of 2021, SAF was on track to achieve nearly all its targets (see annex A, Results framework). SAF had already fully achieved 61 per cent (17) of its targets and is set to achieve 21 per cent (6) more.¹⁸

In 2021, an independent mid-term evaluation (MTE)¹⁹ of the programme was conducted. The MTE identified ways in which the programme could make mid-course corrections to fully realize its outcomes and contribute to organizational learning including the identification of emerging good practices. (See the "Capturing broader transformations across outcomes section" below)

The MTE noted that some of the output indicators in the SAF results framework were too high-level to capture direct programming results – this can be seen particularly in outputs 2.1 and 3.2. Following the MTE's recommendation to modify the results framework, SAF subsequently did so, with the approval of the project steering committee, the EU and the Spotlight Initiative. The revised results framework is attached as annex A to this annual report, and it has been accounted for in SAF's 2021 reporting.

¹⁷ The financial report for 2021 will be submitted separately in March of 2022.

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

¹⁹ See annex F for a summary brief of the MTE report.

Table 1. Implementation progress by outcome area

Spotlight initiative – Outcome areas	Implementation progress (as of 31 Dec 2021)
Specific objective 1: WMWs are better protected by gender-sensitive labour migration governance frameworks.	86%
Specific objective 2: WMWs are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services.	79%
Specific objective 3: Data, knowledge and attitudes on the rights and contributions of WMWs are improved.	74%

Programme Governance and Coordination

In terms of programme governance, SAF has three structures:

- one project steering committee (PSC);
- one regional programme advisory committee (RPAC); and
- eight national programme advisory committees (NPACs) .

• Project Steering Committee

SAF's PSC comprises the EU, Spotlight Initiative, the ILO, UN Women and the United Nations Office on Drugs and Crime (UNODC). PSC meetings are co-chaired by the EU, ILO and UN Women, with the participation of the UNODC and the Spotlight Initiative Secretariat. In 2021, as per SAF's terms of reference, two PSC meetings were held – the first in April (8th PSC) and the second in September (9th PSC). In both meetings, SAF's implementation progress was shared, and the members discussed and approved the regional and national work plans. In 2021, the evaluation managers from both RUNOs also presented the findings and recommendations from the programme's MTE (see section "Results", below). The management response to the MTE and the actions outlined therein were discussed and approved by the PSC members. With the agreement of the PSC, SAF revised its logical framework matrix to address the recommendations from the mid-term evaluation and shared it with all PSC members.

• Regional Programme Advisory Committee

The RPAC, which meets on an annual basis, provides technical guidance and oversight to ensure the programme stays aligned with ASEAN priorities. It comprises representatives from ASEAN institutions and ASEAN-level partner organizations (including employers, trade unions and civil society), the EU Delegation to ASEAN, and the CSO representative from Asia to the global Spotlight Initiative Civil Society Advisory Group.

In November of 2021, the RPAC met to share their ongoing work and priorities, with a particular focus on interventions and COVID-19 recovery plans in relation to elimination of EAW, prevention of trafficking, and labour migration. Noting SAF's programming to support ASEAN,²⁰ the RPAC appreciated the range and scope of SAF's interventions in providing services to WMWs: (a) working with governments and ASEAN bodies to improve rights-based and gender-responsive approaches to labour migration; (b) ending violence against WMWs; (c) strengthening WMWs' organizing and leadership; and (d) engaging with employers, youth and the wider public to shift negative behaviours and attitudes. RPAC members welcomed SAF's support for such ASEAN-level initiatives as the following:

- Developing SOPs and cross-border assistance and referral mechanisms for WMWs.
- Supporting initiatives in workplans of the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW); the ASEAN Commission on the Promotion and Protection of Women and Children (ACWC); and the ASEAN Committee on Women (ACW) towards Strengthening Regional Responses of ASEAN Member States in Rights-based and Gender-sensitive Safe Migration for Women.
- Strengthening the capacity of stakeholders such as foreign service officials, labour inspectors, recruitment agencies and migrant welfare officers for better protection of migrant workers' rights.
- Implementing the recommendations from the MTE of the ASEAN Regional Plan of Action on the Elimination of Violence against Women (ASEAN RPA on EAW)

The International Domestic Workers' Federation (IDWF), SAF's CSO partner, also shared with the RPAC the concerns of WMWs during the pandemic and advocated for their right's protection.

• National Programme Advisory Committees

NPACs generally comprise lead ministries as committee co-chairs working on labour migration, gender equality and women's affairs, with diverse stakeholders as committee members. Where there are no dedicated women's ministries, or where departments for women are not serving as co-chairs, SAF has supported, in and through the NPACs, the elevation of the presence and voice of such departments in labour migration governance discussions. NPACs provide technical and strategic guidance and provide governance oversight to the programme at the national level.

Multi-stakeholder NPACs were convened in close coordination with the EU Delegations in **Cambodia** (August), **Indonesia** (December), **Malaysia** (December), the **Philippines** (October) and **Viet Nam** (December) to review results and to discuss and finalize the national work plans for 2022. While NPACs are mainly set as governance mechanisms for programme implementation, they have created spaces for collective brainstorming on national-level work plans. For instance,

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

the diverse membership of its NPAC ²¹ has been vital to SAF's ability in the Philippines to build cross-stakeholder collaborations and partnerships, and to give substantive inputs to laws and policies, ensuring that the needs and concerns of WMWs are reflected in such legislation as the Department of Migrant Workers' Act of 2021 (Republic Act 11641), the National Employment Recovery Strategy (NERS), and the Reintegration Advisor and Referral Pathway platform.

In addition to discussing the programme's 2021 implementation and proposed work plans for 2022, in **Indonesia**, the NPAC has sought to include considerations of gender, social inclusion and disability within SAF's country-level work, while in **Malaysia** the discussions also highlighted the manner in which NPAC members themselves are coordinating to support the work that SAF is doing in the country. For example, when NPAC members raised the importance of employers registering domestic workers in Malaysia's social security scheme, the Malaysian Employers Federation (MEF) emphasized their efforts to encourage members to register domestic workers for the new scheme.

In **Cambodia**, after long discussions the NPAC was officially established in March through a Prakas (No. 086/21) signed by the Minister of Women's Affairs and the Minister of Labour and Vocational Training. With 43 members from Government (seven line ministries), employers' organizations (two), workers' unions (four) and CSOs (seven), the NPAC met for the first time in August, where in addition to sharing the progress of SAF implementation, NPAC members also jointly identified the priorities for SAF's 2022 work plan. The active inclusion of civil society at this level of programme governance ensures that SAF programming addresses the concerns and realities of WMWs.

Given the prevailing political situation in **Myanmar**, the NPAC there could not be convened. And given the critical COVID-19 situation, the NPACs for **the Lao People's Democratic Republic** and **Thailand**, which had been initially scheduled for December 2021, had to be postponed until January 2022.

• ASEAN Civil Society Reference Group

While the SAF prodoc (project document) does not make provision for a CSO reference group, keeping in mind principles of engagement with CSOs in Spotlight Initiative's ToR, SAF formed a CSO Reference Group. Referred to as the ASEAN CSO Reference Group, this network comprises 16 members from eight countries (two CSO representatives/activists from each country). Either in individual or institutional capacities, members work in the field of women's rights, anti-trafficking, EVAW, domestic workers' rights, and labour migration. The ASEAN CSO Reference Group has a strategic advisory and knowledge-sharing role. It does not have a work plan, nor is it supported by the programme budget. SAF engages with the participating CSOs as implementing partners (see section "Programme partnerships", below).

²¹ SAF Philippines' NPAC comprises 11 government agencies, four trade unions, ten CSOs and grassroots migrants' associations, and the employers' confederation.

As per its ToR, the CSO Reference Group met twice in 2021 (in July and October) to learn about the progress of programme implementation; to discuss the findings and recommendations of the MTE; and to share the current situation (especially in the context of COVID-19 recovery) in relation to national developments related to ERAW, labour migration and anti-trafficking. The regular meetings of the ASEAN CSO Reference Group ensure that SAF's programming continues to stay cognizant of the ground realities in which it operates, and to find opportunities to improve synergies with civil society partners in protecting and promoting the rights of WMWs in the region.

- **Inter-agency coordination, technical committees, and other governance mechanisms**

For inter-agency coordination, see section "Programme partnerships", below. This section includes a sample of further mechanisms that SAF has joined or created. In 2021, SAF contributed to the following:

- **Asia-Pacific UNiTE Working Group to End Violence against Women**, co-chaired by UN Women and the United Nations Population Fund (UNFPA). SAF contributed through its workplans, coordination meetings and reporting of results. At the regional level, SAF engaged in and, during the Regional Dialogue, was featured in, the Generation Equality Journey to End Gender-based Violence, organized as part of the global Generation Equality Forum.
- **ASEAN Counter Trafficking in Persons (CTIP) Coordination Meetings**, organized by the ASEAN-Australia Counter Trafficking (ASEAN-ACT) programme to share regional-level initiatives and learnings across the multiple agencies that work on anti-trafficking. SAF participates in this together with other ILO projects and UN agencies (IOM, UNDP, UNODC).²²
- **Gender-Based Violence in Emergencies** inter-agency technical working group, coordinated by the gender-based violence (GBV) Area of Responsibility. SAF led discussions on enhancing coordinated systems to respond to violence against women, including WMWs, across the development-peace-humanitarian nexus. SAF is also leading an interagency initiative, together with UNFPA, UNHCR, IOM, UNICEF, ICRC and other international CSOs, on the development of guidance and training tools on cross-border referral pathways.
- **UN Networks on Migration**. In coordination with other ILO and UN Women programmes and specialists, SAF participated in the national UN Network on Migration in the **Philippines** and **Thailand** to facilitate support to Member States on GCM implementation. This was often accomplished through support for partners to share WMWs' concerns in relevant meetings, coordinating relevant inputs in line with international labour standards (ILS) and

²² The other participants were the Bali Process Regional Support Office, United States Agency for International Development (USAID), the ASEAN-USAID Partnership for Regional Optimization within the Political-Security and Socio-Cultural Communities (Prospect/Winrock International), USAID CTIP Asia and NGOs (Asia Foundation, Nexus Institute).

normative frameworks on labour migration, violence against women, and fair recruitment, among others. ILO and UN Women are both executive members of the UN Regional Network on Migration. The UN Regional Network and ESCAP prepared and delivered a regional review of GCM implementation in March 2021, in preparation of the International Migration Review in May 2022.

- Global Compact on Migration.** Through technical cooperation and inputs provided to the Governments of **Indonesia**, the **Philippines** and **Viet Nam**, SAF supported the dissemination of information about the GCM as well as the uptake of the references of the GCM in national policies. In Viet Nam, contributing to implementation of the Global Compact on the Migration National Plan, SAF collaborated with the Ministry of Foreign Affairs to develop communications strategies for WMWs. In **Indonesia** and the **Philippines**, SAF, with guidance from relevant specialists in the ILO and UN Women, participated in stakeholder consultations convened by the respective governments. In Indonesia, SAF provided inputs to the draft National Action Plan on the Global Compact for Migration, which was being led by the Ministry of Foreign Affairs. In **the Philippines**, meanwhile, SAF supported the inclusion of GCM references in national-level policy framing (such as Senate Bill 2234 on the creation of the Department of Migrant Workers and Overseas Filipinos).
- UN Sustainable Development Cooperation Framework.** SAF contributed to the United Nations Sustainable Development Cooperation Framework through alignment with the ILO's Decent Work Country Programmes and UN Women's Impact Results Area on Ending Violence against Women. Through engagement with UN Country Team Results Groups working on ending violence against women, SAF contributed to the implementation of the Framework.

In all countries where SAF operates, it participates in technical working groups on gender and gender-based violence, labour migration and anti-trafficking. In **the Lao People's Democratic Republic**, together with the Ministry of Labour and Social Welfare (MOLSW), SAF coordinated the Migration Networking Group and tripartite dialogue meetings where relevant stakeholders and social partners had the space to exchange experiences and lessons learned on supporting migrant workers in the country. In 2021, given pandemic conditions, the focus of these meetings was to identify the manner in which Laotian workers abroad could be provided support; to determine how private recruitment agencies could contribute to improve record maintenance of the numbers of Lao workers leaving the country; and to find ways to best respond to the needs of returning migrant workers.

In the **Philippines**, the NPAC fields four task forces – campaigns; legislation and ratification; reintegration; and psychosocial support – all of which facilitate strategic SAF work in the country. In 2020, the legislation taskforce, together with key stakeholders, had initiated the concept of the reintegration advisor. In 2021, the taskforce continued to advance the adoption of this Act, convening multi-stakeholder meetings and advocating for improved reintegration opportunities for overseas Filipino workers.

Through its contributions to the UN Working Group on Vaccination for Migrant Workers in **Thailand**, which comprises the International Organization for Migration (IOM), the ILO, the Office of the High Commissioner for Human Rights (OHCHR), the United Nations International Children's Emergency Fund (UNICEF) and the World Health Organization (WHO), SAF has made efforts to ensure that WMWs were not left behind in the pandemic, whether in terms of rights protection or of receiving equal access to COVID-19 vaccines.

Programme Partnerships

As a programme that leverages the mandates of the ILO, UN Women, and UNODC, SAF engaged with various types of line ministries and departments, social dialogue partners, civil society, and grassroot organizations. The RPACs and NPACs remained key drivers in strengthening SAF partnerships, eliciting multiple points of view to jointly identify programme priorities and developing the programme's annual work plan. These regional and national committees engaged the participation of government officials; international non-governmental organizations (NGOs); workers' organizations; employers' organizations; CSOs, including women's organizations and grassroots community organizations; and recruitment agencies (see section "Programme governance and coordination", above).

In 2021, SAF established partnerships at the local, national and regional levels.

• Government

At the national level in ASEAN countries, SAF contributed to strengthening collaboration between the ministries of labour and the ministries of women's affairs, thus creating an enabling environment for state actors to support each other's expertise to address, in a holistic fashion, labour migration, ending violence against women, and trafficking in persons. Of the programme's partners, 34 were from government, as described in annex G, below.²³ SAF partnerships with governments contributed to the following programme outputs (see section "Results", below):

- outputs 1.1 and 2.1, which focused on working with government toward law and policy reform;
- outputs 1.2, 2.2 and 2.4, which included capacity building for government officials;
- outputs 1.4, 2.3 and 2.4, which worked with government to enhance service provision;
- output 3.2, which supported government data collection capacity; and
- output 3.3, which supported campaigns to change knowledge, attitudes and practices with respect to WMWs

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

²³ Annex G lists those partners whom SAF has supported technically and financially in 2021, and who have subsequently been implementing activities to protect the rights of WMWs.

- In **Cambodia**, SAF partnered with the Ministry of Labour and Vocational Training via the Provincial Department of Labour and Vocational Training and the National Employment Agency (NEA) to operate two MRCs in Kampong Thom and another in Siem Reap, providing essential services, information, counselling and legal aid to WMWs. SAF also partnered with the National Employment Agency–Siem Reap (NEA–SRP) and the National Employment Agency–Kampong Thom (NEA–KPT) to provide job counselling and financial literacy workshops for WMWs and their families. Keeping in mind the “leave no one behind” principle, SAF continued to support the Ministry of Women’s Affairs (MOWA) in implementing the Third National Action Plan to Prevent Violence against Women (2019–23), adopted in 2020, ensuring that the needs of WMWs were taken into account during implementation of policies and laws and provision of services. Moreover, in conjunction with the 16 Days of Activism against Gender-based Violence (GBV), SAF supported MOWA to turn the Ministry building “orange”²⁴ to raise awareness about GBV and to call for coordinated actions to eliminate violence against all women and girls.
- In **Indonesia**, SAF engaged with the Ministry of Manpower (MOM) and subnational government at the provincial and district levels in integrating MRC-LTSA in Cirebon, East Lampung, Blitar and Tulungagung districts to strengthen the coordination between village and district-level governments in providing gender-responsive support services to migrant workers and their families. At the same time, this served to strengthen national ownership in providing services to WMWs. SAF also provided technical support to MOM in drafting guidelines, monitoring tools and SOPs for the Implementation of Ministry of Manpower Decree No. 294/2020 on the Implementation of Placement in the New Normal Period. Through its engagement with the Ministry of Foreign Affairs, and the Ministry of Women Empowerment and Child Protection (MOWECP), SAF also contributed to the development of the National Action Plan on the Global Compact for Migration (NAP GCM) and the National Action Plan for the Prevention and Response to Trafficking in Person (2020–24). In 2021, SAF supported MOWECP in the local-level implementation of the protocols for the Protection of WMWs during COVID-19 and for Handling Gender-Based Violence and Trafficking during COVID-19, developed in 2020 with support from SAF, through trainings for local frontline workers. In 2021, in developing curriculum standards for technical, vocational education and trainings, SAF engaged with the National Agency for Protection of Indonesia Migrant Worker (Badan Pelindungan Pekerja Migran, or BP2MI), the Ministry of Development and Planning (Bappenas), the MOM Training Centre, and the MOM Labour Inspection Directorate.
- In the **Lao People’s Democratic Republic**, SAF continued to cooperate with the Ministry of Labour and Social Welfare (MOLSW) to support its MRC work in enhancing WMWs’ access to safe and fair migration information and services. This included cross-border gender-sensitivity training for skills trainers to improve women’s access to skills and vocational

²⁴ Orange is the colour designated by the UN Secretary-General’s UNiTE to End Violence against Women campaign.

training. MOLSW also coordinated the Migration Networking Group. Through MOLSW, SAF supported emergency response to returnee migrant workers during the pandemic.

- In **Malaysia**, SAF worked with the Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (MAPO) to develop the National Action Plan on Anti-Trafficking in Persons (2021–25). SAF supported the National Conference: Best Practices on Protection and Assistance for Victims of Trafficking in Persons, organized by the Ministry of Women, Family and Community Development, in line with the support for the NAPTIP implementation, and in collaboration with UNODC. In collaboration with other ILO projects, SAF collaborated with the Ministry of Human Resources (MOHR) in developing a training manual to train labour inspectors on forced labour, child labour and gender-based discrimination. Using the manual, SAF also supported the training of labour inspectors.
- In **Myanmar**, as per UNCT engagement guidelines, the existing activities of each project had to be reviewed and reprogrammed; currently SAF does not have any engagement with the Government (for details see “Challenges and mitigation”, below).
- In the **Philippines**, SAF is working with local governments – the Negros Occidental Provincial Government and the Tabaco City Government – to support MRCs. SAF has also joined with the Technical Education Skills Development Authority (TESDA) of the National Capital Region and the Overseas Workers Welfare Administration’s (OWWA) National Reintegration Center for OFWs, to provide scholarships and skills training, as well as an employment-preparedness and reintegration support through the #WomenOFWsCanDolt programme, to women OFWs. Offering such schemes through official channels enhances the long-term sustainability of such initiatives as the Government includes such programmes in its budget allocation. SAF provided technical support to the Department of Labor and Employment (DOLE) to give inputs to NERS and supported the Philippine Migrants Health Network (PMHN) through its technical support for House Bill 6779 (mandatory immunization of OFWs). With the Philippines Overseas Employment Administration (POEA), the programme introduced a labour-market study series for recruiters and officials to understand recruitment prospects and practices in countries of destination. SAF supported the Gender and Development (GAD) Secretariat of the Department of Foreign Affairs (DFA) to enhance the capacities of officials in foreign service posts including embassies on gender-sensitive and survivor-centred service provision to WMWs who are survivors of violence. Building on the organization of trainings, the DFA, with support from SAF, is developing SOPs to set up referral mechanisms in the embassies.
- In **Thailand**, SAF worked with the Ministry of Labour’s (MOL) Department of Labour Protection and Welfare (DLPW) to train labour inspectors on forced labour, gender-based violence and harassment. The engagement related to forced labour and trafficking included support of the Office of the Attorney-General. With the MOL’s Department of Skills Development (DSD), SAF supported trainings for the DSD skills trainers on green-

and gender-responsive skills trainings in the construction sector. With technical support from SAF, the Ministry of Social Development and Human Security (MSDHS) is leading the development of national-level SOPs on VAW. In cooperation with IOM, SAF is building the capacity of officials at MSDHS Welfare Protection Centers for Victims of Trafficking (WPCVOTs) in Surat Thani and Nonthaburi.

- In **Viet Nam**, SAF has partnered with the Department of Overseas Labour (under the Ministry of Labour, Invalids and Social Affairs) to provide inputs into the amendment of laws and policies relevant to WMWs. Through its partnership with the National Institute of Vocational Education and Training (NIVET), SAF is providing vocational training courses to migrant workers, and has also been able to make contributions to the National Strategy on Vocational Training. SAF, in partnership with the Government Statistics Office, supports improvements in the collection and reporting of sex-disaggregated labour migration statistics. SAF continues to partner with the Ministry of Foreign Affairs (MOFA) to enhance capacities of foreign service officials on VAW, labour migration and trafficking. Furthermore, SAF is supporting MOFA in finalizing its SOPs for diplomats on providing coordinated services for survivors of violence and human trafficking. SAF also continues to support the Ministry of Justice in developing SOPs for frontline justice officials on quality legal support for survivors of violence.

ASEAN institutions

At the regional level, SAF has been supporting ASEAN institutions, a few of them also RPAC members, to develop their capacity to implement policies and legislation that protect and promote the rights of WMWs across all Member States.²⁵

Under the ASEAN Consensus Action Plan 2018–25, and with respect to the ACMW's work plan, SAF has been supporting the following initiatives:

- Research on migrant worker rights based on standard employment contract, led by Indonesia (Ministry of Manpower)
- Public campaign for safe and fair migration in the ASEAN Region, led by the Philippines (Department of Labour and Employment)
- Support to ACMW on strengthening concerns of WMWs in the laws and policies of ASEAN Member States, led by Viet Nam (Ministry of Labour, Invalids, and Social Affairs)

SAF supported the ACWC and the ACW in the elaboration and launch of the mid-term review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women (ASEAN RPA on EVAW). The mid-term review aimed at measuring ASEAN countries' progress in implementing

²⁵ ASEAN institutions that are RPAC members: ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW); ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC); ASEAN Committee on Women (ACW); ASEAN Secretariat; ASEAN Confederation of Employers (ACE); and ASEAN Trade Union Council (ATUC).

the ASEAN RPA on EVAW, and making recommendations on how to accelerate this. The report included a focus on measures taken by Member States to address violence against WMWs, who are one of the most marginalized groups in the region as elaborated above.

SAF's work with the ASEAN Confederation of Employers is noted below, in section "Other partners".

• Civil Society

The inclusion of civil society organizations in SAF's governance bodies (see section "Programme governance and coordination", above) ensures that the needs and perspectives of WMWs and their representative organizations (workers' associations, CSOs and grassroots organizations) are included in SAF's national and regional priorities. SAF also includes a CSO Reference Group, whose members are strategic partners in the region (see section "Programme governance and coordination", above), and whose inputs directly shape SAF's annual work plans (at both the regional and country levels).

Almost half of SAF's partnerships are with CSOs, including women's and grassroots organizations; and workers organizations, which not only have close and direct working relationships with women workers and communities on the ground, but which also provide inputs through community consultations when designing activities. As a result, the programme has been focusing on an inclusive, rights-based, gender-sensitive and human-centred approach that is responsive to the needs of marginalised groups of WMWs (including those who are undocumented and those who face violence and/or exploitation), ensuring that programme initiatives leave no one behind.

In terms of engaging and supporting grassroots organizations that work directly in the community – apart from financial partnerships (see annex C, below) to enable such organizations to carry out their mandates to provide services to WMWs and their families – SAF has also been involved in building their institutional capacity. In 2021, SAF focused on building the institutional capacity of CSOs in outreach, advocacy, case management, service provision and coordination, online facilitation, and campaigning. The programme funded shelters, services and hotlines for WMWs who had experienced violence. Through trainings and cross-border knowledge-sharing, SAF built the capacity of CSOs and frontline organizations (including grassroots groups) on the safe use of technology to provide services, and ways to support migrant workers in cross-border claims compensation. In the spirit of implementing a participatory monitoring and evaluation, SAF facilitated the participation of 59 WMWs and CSO partners in the 2021 independent MTE.

In its own policy advocacy, SAF seeks to carve out a space where WMWs and their representatives can share their voices. In 2021, the Government of Malaysia extended the coverage of the social protection scheme to domestic workers, including migrant domestic workers. SAF supported CSOs Persatuan Sahabat Wanita Selangor (PSWS) and Ke-Arah 189 which are WMWs' associations; and AMMPO and the Indonesian Migrant Domestic Workers Association/Persatuan

Pekerja Rumah Tangga Indonesia Migran, Malaysia (PERTIMIG) in dialogues with the Social Security Organization (SOCSO), and provided inputs to the Government on how to enhance the implementation of the national social security programme. Through an on-going regional study on sexual orientation, gender identity and expression, and sex characteristics (SOGIESC) and labour migration, SAF is engaging with activists working on LGBTQI+ issues in the targeted countries.

In the Philippines, in the spirit of “leave no one behind”, SAF included both CSOs and workers’ organizations in stakeholder consultations regarding the Republic Act 11641 (Department of Migrant Workers Act) and NERS, setting up learning sessions for CSOs to learn about the intended policies, as well as supporting their own advocacy, and ensuring that their recommendations and priorities were presented at the drafting table.

Key civil society partners that were financially supported (with both new and continuing financial support) during the January–December 2021 reporting period include the following:

Cambodia

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

Indonesia

4. Alliance of Independent Journalists
5. Jaringan Buruh Migran
6. Yayasan Kalyanamitra
7. Yayasan Sapa
8. Perkumpulan Damar

Lao People’s Democratic Republic

9. Village Focus International

Malaysia

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

Myanmar

15. Foundation for Education and Development/Future Light Centre ²⁶
16. Women’s Organizations Network of Myanmar

²⁶ Future Light Centre is the sub-contracted CSO that will provide the services.

Philippines

17. Center for Migrant Advocacy
18. Migrant Forum in Asia
19. Lawyers Beyond Borders Philippines, Inc.
20. Institute of Politics and Governance
21. TALIKALA
22. Women's Legal and Human Rights Bureau
23. Development Action for Women Network, Inc.
24. Batis Center for Women Incorporated
25. Likhaan Center for Women's Health Inc.
26. Coalition Against Trafficking in Women – Asia Pacific
27. Engadin Corporation
28. Para sa Sining Collaboratory Inc.

Singapore

29. Centre for Domestic Employees (CDE), contracted through National Trades Union Congress, Singapore)
30. Humanitarian Organization for Migration Economics

Thailand

31. Foundation for Labour and Employment Promotion
32. Peaceway Foundation (Migrant Working Group)
33. Raks Thai
34. Thailand Development Research Institute
35. Rights Beyond Borders

Viet Nam

36. Institute for Social Development Studies

International and regional

37. Atikha
38. Edge Effect
39. International Domestic Workers Federation
40. Mekong Migration Network/Asian Migration Centre
41. Global Rights for Women
42. Business for Social Responsibility
43. Equality Institute
44. Chulalongkorn University College of Public Health
45. Justice Without Borders

46. Quilt.ai

47. Sidekick

See also annex G, which includes a full listing of CSO partners that SAF supported in 2021. The work with CSOs highlighted in the “Results” section 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 CSOs to enhance service provision.
- outputs 3.1 and 3.3, which include research, campaigns and awareness raising.

• **European Union Delegation**

SAF has a close and strong partnership with the EU Delegations across ASEAN. The Delegations are invited to engage in major events, are kept apprised of the programme’s activities via the monthly flash reports and regular meetings, and through their active participation in the PSC (and in the briefing sessions organized subsequently), RPAC and NPACs, are also kept abreast of the strategic directions in which SAF is progressing.

In 2021, the EU delegations were invited to participate in the SAF MTE. SAF relies on the support of the EU Delegations, which often participate in SAF events. At the country level, the EU Delegations have voiced their support for SAF’s mandate and have contributed to the programme’s advocacy efforts. In Myanmar, in particular, the EU Delegation was instrumental in SAF efforts to repatriate Vietnamese WMWs who had been trafficked into Myanmar. As 2021 required agile programming, SAF closely liaised with the EU Delegation to keep them apprised of the impact of COVID-19 on WMWs and the community. Engagement with EU communications colleagues has also helped with the visibility of SAF knowledge products and social media messaging.

• **Cooperation with other UN agencies**

The UNODC is a close partner in SAF programming, and is part of the programme’s governance meetings. Within this partnership, SAF has been able to leverage the technical advisory services and convening power of the UNODC among anti-trafficking stakeholders. (See box 5, “SAF anti-trafficking approach”, for an example of how its joint programming cuts across the labour governance, violence against women, and anti-trafficking frameworks.)

SAF continued its partnership in 2021 with the **IOM** to support delivery of psychosocial services to women victims of trafficking at the Welfare Protection Centres for Victims of Trafficking in Thailand, and continues to contribute to the implementation of the GCM through engagement in the national and regional UN Networks on Migration meetings. SAF also conducted regular information exchanges with IOM’s CREST and PROMISE programmes which are working on labour

migration. Similar information exchanges have also been carried out with **UNICEF's** Children on the Move project. SAF and GOALs (another labour migration programme implemented by IOM, ILO and UNW in South Asia) have partnered for the development of a regional framework, to be finalized in 2022, to prevent violence against WMWs.

In addition to the Asia-Pacific UNiTE working group, and the Gender-Based Violence in Emergencies technical working group to which SAF contributes (reported above), SAF and **UNFPA** have worked together to provide inputs to the second National Plan of Action on Preventing and Elimination of Violence against Women and Violence against Children (2021–25) in the Lao People's Democratic Republic, and have trained social workers in Myanmar to address gender-based violence in emergencies (GBViE).

The Regional Directors of the ILO, UN Women, and UNODC issued an op-ed titled “Capitalizing on the pandemic: Profiteering from human misery must be stopped” in conjunction with the 16 Days of Activism against Gender-based Violence. The op-ed was run by such major regional media outlets as *the Bangkok Post*, *the Malaysian Insight*, *the Edge Markets*, the Jakarta Post, and *the Citizen News*.

At the country level, through the heads of agencies at the ILO and UN Women, SAF coordinates with the UN Resident Coordinator System. In different programme countries, UN Resident Coordinators (RCs) have been contributing to the programme with their advice, leadership and political advocacy, and by ensuring coherence with the country-level UN Sustainable Development Partnership Framework priority areas and the UN Country Team Results Group. RCs are invited to NPACs and various SAF activities.

• Other Partners and resource mobilization

Workers' organizations

WMWs' ability to organize and take collective bargaining actions with employers is key to empowerment and to preventing violence and harassment in the world of work. Workers' organizations also play a vital role of educating, supporting and negotiating on behalf of migrant workers who cannot do so on their own. SAF works with workers' organizations in all national and regional NPAC and RPAC governance mechanisms.

- SAF supports trade unions to establish and run MRCs to provide information, awareness raising, legal aid, referrals and counselling to WMWs, as well as to support organizing (see output 1.4). Trade unions engaged in running MRCs include the following:
 - o Confederation for All Indonesia Trade Unions (Konfederasi Serikat Buruh Seluruh Indonesia, or KSBSI);
 - o Indonesian Migrant Workers Union (Serikat Buruh Migran Indonesia or SBMI);
 - o Lao Federation of Trade Unions;

- o Malaysian Trades Union Congress (MTUC);
 - o Confederation of Trade Unions, Myanmar (CTUM); ²⁷ and
 - o State Enterprises Workers' Relations Confederation (SERC) in Thailand.
- In **Singapore**, through the National Trades Union Congress, the CSO Centre for Domestic Employees is implementing public education and awareness raising regarding the contribution of WMWs to the country, and VAWMW prevention.
 - In the **Philippines**, Sentro ng mga Nagkakaisa at Progresibong Manggagawa (SENTRO) and the Labor Education and Research Network (LEARN) have been SAF's training partners, as is the International Domestic Workers' Federation (IDWF) in **Malaysia**, in building the capacities of WMWs to organize and take collective action.

SAF's key trade union partners are listed in annex G ²⁸ with particular details of trade union results and activities in the "Results" section under output 1.3.

Employers' organizations

Engaging with employers' organizations is critical to securing decent work for WMWs in an environment free of violence, harassment and abuse. Employers' organizations in every programme country are part of NPACs. The ASEAN Confederation of Employers (ACE), which has members in seven ASEAN countries, participates in the RPAC.

In terms of programme implementation, SAF continued its collaboration with ACE to educate employers from seven ASEAN countries on gender equality, violence and harassment in the world of work. This was the first regional ACE workshop dedicated to the issue of violence and harassment in the world of work following the adoption of the ILO Violence and Harassment Convention (No. 190). The training drew from policy briefs developed in 2020 as part of this cooperation.

SAF also partnered with Business for Social Responsibility (BSR), to develop a regional "Training Toolkit on Prevention and Response to Sexual Harassment in the World of Work, across the Supply Chain".

Complementing the work being done at the regional level, SAF is also collaborating with employers' organizations at the national level. With the Malaysian Employers Federation (MEF), SAF is developing company policy templates on violence and harassment, including sexual harassment, and creating investigative guidelines for handling complaints regarding violence and harassment, including sexual harassment, for employers' organizations to adopt in their workplaces. In addition, a pilot training, one using the above-mentioned toolkit developed at the

²⁷ Due to the military takeover, the partnership with CTUM had to be suspended until end 2021 (see "section "Challenges and mitigation, below).

²⁸ Annex G lists those partners whom SAF has supported technically and financially in 2021, and who are subsequently implementing activities to protect the rights of WMWs.

regional level, was conducted with corporate businesses in **Malaysia**, engaging 11 representatives of private sector employers across the supply chain.

In the **Philippines**, SAF has been engaging with the Employers Confederation of the Philippines (ECOP) to further understanding of ILO Convention No. 190 among employers organizations, with plans to begin trainings in 2022. In **Thailand**, the Employers Confederation of Thailand (ECOT) collaborated with SAF to ensure that migrant workers who had been “sealed off” in their worksite dormitories (construction sector) during the COVID-19 lockdowns were able to get access to basic necessities.

Media

In addition to these partnerships, SAF also partnered in 2021 with the Asia Pacific Institute for Broadcasting Development (AIBD), a regional inter-governmental organization in the field of electric media development. AIBD facilitates engagement with media personnel within SEA and in the larger Asia Pacific region on gender and labour migration. This engagement builds on the regional webinar organized by SAF using the media-friendly glossary of terms by SAF. Likewise in **Indonesia**, SAF partnered with Alliance of Independent Journalists (AIJ). Please see Objective 3.

Results

Capturing Broader Transformations Across Outcomes

Embodying the principles of UN Reform, SAF has been jointly designed and implemented to make migration safe and fair for all women. The UN system (ILO, UN Women and UNODC) is able to leverage the knowledge and expertise of the three agencies and their networks of diverse stakeholders. These resources are being brought to bear on the issues of labour migration, ending violence against women, and preventing human trafficking, while promoting SAF innovation in terms of inter-agency coordination.

Key findings from the SAF MTE include the following:

Bringing the three programming agencies together has facilitated a holistic, multidimensional, multi-thematic, and issue-based approach to programming, which is in line with UN Reform principles. The Safe and Fair Programme has been particularly relevant and successful at bringing stakeholders together and breaking silos from across the thematic areas of gender equality, anti-trafficking, and labour migration to fill an important gap around ending violence against women migrant workers.

- Midterm Evaluation of the ILO-UN Women Safe and Fair Programme (2021), p. 23

The MTE went on to note that joint programming can be a particularly effective tool:

... [B]y having ILO and UN Women staff work closely together and share ownership of results, UN Women transferred knowledge and expertise on EAW to strengthen ILO's capacity to engage in gender equality work. Likewise, ILO transferred expertise on labour and migration to strengthen UN Women's work in this area.

Such synergies are increasingly more visible across SAF programming. In Indonesia and the Philippines, joint programming is so well integrated into SAF's work that both agencies coordinate closely to provide technical inputs for policies and legislation related to labour migration, gender equality, violence against women and anti-trafficking, ensuring that the needs and concerns of WMWs are integrated within relevant policy frameworks. In **Indonesia**, for example, under both SAF's output 1.1 and output 2.1 programming, SAF made inputs to the draft National Action Plan for the Prevention and Response to Trafficking in Persons 2020–24 (NAPTIP).²⁹

The NAPTIP currently remains in the drafting stage. It should be noted that SAF's technical inputs to the draft NAPTIP draw upon labour migration governance (ILS), EAW and gender equality standards and normative frameworks to ensure that the NAPTIP will extend its protections to all women, including all women migrant workers who may have experienced trafficking, irrespective of their employment or immigration status. Box 5, "SAF approach" (below), presents an example of how joint programming cuts across the labour governance, violence against women, and anti-trafficking frameworks.

Box 5 **SAF's anti-trafficking approach**

While VAW, forced labour and trafficking can be defined and addressed from different normative and legal frameworks, the various approaches will overlap in practice, and the drivers that allow them to exist are rooted in the same structural inequalities. SAF approaches anti-trafficking by addressing systemic root causes: gender inequality, unfair labour migration and violence against WMWs.

WMWs may experience violence on account of multiple, intersecting forms of discrimination. For example, discrimination and risks of violence might be due to gender identity issues (which impact the social relationships between women and men), and/or to age, race, ethnicity or nationality (which affects WMWs' relationships and status in the host society). Discrimination and risks of violence might also be due to employment conditions – the conditions of work in specific occupational sectors, and also the dynamics of employer-employee hierarchies. Such power imbalances can present significant factors in the trafficking of women. The result of such discrimination is that most WMWs' labour is undervalued, unprotected (by labour laws or social protection), poorly paid, and undertaken in the informal economy. Violence

and harassment are not uncommon, and much of women's migration is limited to irregular migration channels. Women who migrate irregularly and/or are employed in informal sectors are at heightened risk of exploitative and abusive labour migration conditions that can amount to VAW, forced labour and/or trafficking. With limited access to information and services and facing the fear (or reality) of unemployment, arrest, detention, deportation or further violence, the ability to escape these scenarios is limited.

When labour migration becomes both safe and fair for women, incidences of trafficking will decline. In strengthening systems for gender-responsive labour migration and by addressing the knowledge, attitudes and behaviours that perpetuate violence and forced labour of migrant women, SAF aims to reduce the enabling conditions in which trafficking, as well as VAW and forced labour, thrive.

How Safe and Fair contributes to anti-trafficking:

- **prevention**, by taking a systemic approach to norms and behaviours that perpetuate VAW, forced labour and trafficking of women;
- **informed response**, ensuring that gender-responsive and survivor-centred services are available for all migrant women, whatever their status, cooperation with authorities or identification; and
- **empowerment**, informed by the voices of women and rooted in an investment in women's voice, choice and agency.

Focused anti-trafficking work in 2021

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

- **MRCs, CSOs and peer networks.** These groups provide information in eight ASEAN countries on safe and regular migration channels, and on reducing the risk of trafficking for WMWs and their families. They also provide contact information for assistance in cases of violence and trafficking.
- **Cambodia.** Technical inputs to the "My Journey" application, which was developed in collaboration with UNODC, provides information on safe labour migration processes and information on services available in both Cambodia and countries of destination for WMWs who experience violence. A series of radio talk shows, aired on Facebook, were organized in partnership with the Women's Media Centre, covering the rights of WMWs, migration procedures, violence against WMWs, trafficking in persons, services available for WMWs and matters to consider during the COVID-19 pandemic.
- **Indonesia.** With technical inputs to the NAP GCM and the NAPTIP (2020–24), SAF provided support to MOWECP in the local-level implementation of the *Guidance on the*

Protection of WMWs during COVID-19, and the Protocol for Handling Cases of Gender-based Violence and Human Trafficking of Indonesian WMWs during the COVID-19 Pandemic, which were both developed (and reported) in 2020. SAF also supported CSO networks to develop a Protocol (Module) for Handling and Assisting Cases of Indonesian Migrant Workers, including cases of GBV and TIP. In Batam, an MoU was signed between Santa Elisabeth Batam (original name Rumah Sakit Santa Elisabeth Batam) and Migrant Care NGO Network (original name in Bahasa: Jaringan LSM Peduli Migran) to officially regulate referrals between the Network and the hospital to coordinate responses to VAW and trafficking in persons, including in the context of WMWs.

- **Malaysia.** Together with UNODC, SAF provided technical inputs to the NAPTIP (2021–25) adopted in 2021. Support was also provided to the Ministry of Women, Family and Community Development with organizing a National Conference: Best Practices on Protection and Assistance for Victims of Trafficking in Persons, as part of the NAPTIP implementation, and with technical inputs from UNODC. SAF collaborated with MOHR in developing a training manual which was then used to train labour inspectors on forced labour, child labour and gender-based discrimination.
- **Philippines.** Activities included the establishment of, and continued operational support for, OFW desks aiming to prevent illegal recruitment and trafficking; technical inputs to the draft Expanded Anti-Trafficking Act of 2021; and support to the Department of Foreign Affairs (DFA) in the development of Standard Operating Procedures for Referral Mechanisms among the Embassies (including cases of VAW, trafficking and labour exploitation).
- **Thailand.** Continued direct support was provided to shelter trafficked persons (with IOM) as well as building the capacity of shelter staff to provide psychosocial services to victims of trafficking. Together with the DLPW, SAF is updating labour inspection guidelines with special attention to forced labour, violence and harassment, WMWs, and domestic workers.
- **Viet Nam.** SAF supported capacity-building of foreign service officials regarding VAW, labour migration and trafficking. It also supported, with technical inputs from the UNODC, the Ministry of Foreign Affairs in finalizing its *SOPs for Supporting Overseas Vietnamese Women Victims of Violence, Abuse, Sexual Harassment and Trafficking in Persons*. SAF also supports the Ministry of Justice in developing Standard Operating Procedures for Frontline Justice Officials to guide them in providing legal support and referrals to survivors of violence. In addition, SAF provided technical inputs to the Prime Minister's Decision on the Overseas Employment Support Fund, which provides financial assistance to workers abroad faced with maltreatment, forced labour, or sexual harassment.

- **Myanmar-Viet Nam.** SAF supported the repatriation of 47 WMWs who had been trafficked into Myanmar, providing them with services and information.

Together with UNDOC, both ILO and UN Women provided inputs to the joint agency Op-Ed for the 16 Days of Activism against GBV (see also output 3.3). SAF's collaboration with UNODC is also noted in "Programme Partnerships".

Similarly, because of the nature of its work with WMWs – who are often marginalized by intersecting forms of discrimination on account of their gender, migration status, and occupation – SAF is committed to the principle of "leave no one behind".

SAF's approach is built on direct engagement with WMWs, and aims to increase women's empowerment as rights' holders and to make sure their voices are heard. SAF has been strongly supportive of organizing WMWs (MDWs) as well as creating peer networks of WMWs. IP2MI, a new informal association for Indonesian MDWs, was established in 2021 in **Singapore** where they continue to receive hands-on mentoring and organizational management support from IDWF, a SAF partner (see output 1.3). A previously informal network of MDWs in **Malaysia** (PERTIMIG) whose creation SAF supported in 2020, had their founding congress in 2021 – a very long institutional journey covered in two short years (see output 1.3). Cambodian, Filipino and Vietnamese WMWs created peer network groups to share useful information on safe migration and to provide peer support within the groups (see output 2.3).

In **Thailand**, where SAF conducted a comparative analysis of laws related to domestic violence (see output 2.1), FGDs were organized with Thai and Myanmar migrant women to discuss the real challenges of survivors of violence in accessing essential services, to reflect the voices of survivors in the draft law to which SAF had been invited by the Government to provide inputs. In the **Philippines**, public hearings for draft legislation are organized with WMWs and their representative organizations, aiming to have the proposed bills reflect these workers' views and concerns.

As the programme completes its fourth year, it has increasingly prioritized sustainability, investing more in the training of trainers, who will then transfer knowledge and skills to a greater number and diversity of stakeholders. In 2021, four SAF initiatives (two regional, and two national) substantiated this narrative:

- Regional: building the capacity of certified trainers on coordinated quality services to address violence against women and migrant workers, so that they can support the rollout of local trainings across ASEAN countries (output 2.4)
- Regional: training caseworkers to support cross-border compensation claims with a conscious focus on knowledge and skills transfers to other frontline organizations supporting migrant workers' rights to access to justice (output 1.2)
- National: training select number of returnee migrant workers, local government representatives, community advocates in the Philippines to become peer facilitators who can then support SAF trainings to stakeholders (output 1.2)

- National: training peer educators from Cambodian WMWs peer groups to disseminate information on safe migration and violence against women to fellow WMWs (output 2.3)
- Development of several tools for capacity development and focus on institutional capacity development (across all three objectives)

Box 6

Reporting on the implementation of participatory monitoring and evaluation (PME)/ Reporting on Safe and Fair programme's mid-term evaluation (MTE)

Immediately following the Safe and Fair inception phase from January to September 2018, the programme undertook an evaluability assessment that recommended its MTE be conducted slightly later than the exact midway point of the programme (mid-2020). The MTE was initiated in January 2021 and completed in August 2021, and the evaluation covered all programme activities conducted in ASEAN Member States for the period 2018–20.³⁰

The MTE aimed to assess the programme's relevance and coherence; identify effective strategies, barriers, and challenges to progress towards the programme's specific objectives; determine the extent to which the programme has been cost-effective and implemented in the most efficient manner; and the extent to which it had implemented a human rights and gender-responsive approach. In so doing, the MTE was to propose lessons learned, best practices and recommendations for the remainder of the programme.

The independent evaluation applied mixed quantitative and qualitative methods. Keeping in mind principles of participatory monitoring and evaluation, SAF invited as many as possible of its stakeholder groups to participate in the evaluation, prioritizing the participation of WMWs.

- 22 FGDs engaged 81 people comprising WMWs, ASEAN institutions, CSOs (women's and workers' organizations), employers and recruiters, service providers, and media partners.
- 60 key informant interviews were conducted with government officials, EU representatives, other UN entities and UN Resident Coordinators, Safe and Fair regional programming staff, and national project coordinators (NPCs).
- An online survey was conducted with the programme's national project coordinators.

The final report has been published on both the ILO and UN Women websites. An external quality assessment of the evaluation was conducted by UN Women, and the MTE report received a score of "very good": the report can be used with a high level of confidence and is considered a good example.³¹ The evaluation's summary brief and the response of the regional management team of ILO, UN Women and UNODC are annexed to this report. Table 2 (below) highlights how SAF will implement the MTE findings in the 2022 work plan.

³⁰ Due to the forward-looking nature of the evaluation, some events and activities that took place in the first quarter of 2021 have been included within the scope of the evaluation in order to capture key developments and changing circumstances.

³¹ The external quality assessment can be accessed from the UN Women website, <https://gate.unwomen.org/Evaluation/Details?evaluationId=11539>.

Table 2. SAF responses and actions addressing the MTE recommendations

MTE recommendations	Safe and Fair response	Action taken (August–December 2021)
#1: Strengthen the regional dimensions of the programme.	Safe and Fair will continue to harness and strengthen its established partnerships and collaborations with WMWs organizations, ASEAN Member States, government authorities, ASEAN institutions, workers' and employers' organizations, civil society, and community-based and women's organizations at the national and regional levels, at the same time further promoting cross-country knowledge exchange and stakeholder networking.	<ul style="list-style-type: none"> • Cross-border webinars with SAF partners and MRCs. • Technical support to mid-term reviews of ASEAN EVAW RPA; gender-responsive and VAW-inclusive legal reviews and law and policy formulations/revisions; and the gender and labour migration law review activity of ASEAN ACMW. • Ongoing research studies, disseminating and discussing these thematic priorities. • COSI knowledge platform further strengthened.
#2: Increase programming efforts to strengthen the immediate support network (i.e., husbands and other family members) of women migrant workers	Strengthening of WMWs' first line of support (the family) is an area of work that currently falls outside of the programme's prodoc or results framework. This requires further attention. When engaging with men, it is essential for gender transformative programming to continue having meaningful partnerships with women's rights organizations and women and girls to ensure that the concerns of women and girls, their rights, and empowerment, are prioritized.	<ul style="list-style-type: none"> • Ongoing MRC and CSO partners' activities, including sharing service directories on available VAW services, and outreach to men migrant workers and families.
#3: Further strategically target the programme's communications campaign to more effectively influence changes in social attitudes and integrate C4D elements to influence behaviour change where feasible	Safe and Fair will identify opportunities for more targeted communications work and where certain C4D elements could be integrated. The possibility of reallocation of resources to ensure sufficient investment in this work will be looked at. C4D ultimately aims to promote behavioural change, a strategy that could be adopted for the programme extending beyond December 2022.	<ul style="list-style-type: none"> • Discussed with IOM, the IOMX C4D approaches and implications. • Integrated targeted messages into communications efforts to counter negative community perceptions and attitudes towards WMWs. • Continued using celebrity champions to raise awareness of the rights of WMWs and violence committed against them.
#4: Further collaborate with other UN labour migration programmes across the region to promote enhanced synergies around engaging recruiters and employers and providing financial training and business support to returning WMWs.	There are promising opportunities for Safe and Fair to expand its reach and better support returnee by partnering with other UN labour migration programmes in the region depending on the interest of partners and stakeholders.	<ul style="list-style-type: none"> • Discussions undertaken with IOM CREST, PROMISE, and Triangle in ASEAN, discussing possibilities of joint trainings in 2022. • Ongoing regional and national engagement with recruiters and employers, including ACE trainings for recruiters. • (Re)shared service directory for WMWs with other UN programmes.

MTE recommendations	Safe and Fair response	Action taken (August–December 2021)
#5: Further strengthen the Safe and Fair Programme's alignment with results-based management (RBM), good practices, and improved efficiency of joint programming arrangements.	By making relatively small adjustments to the Safe and Fair results framework and joint working arrangements, the programme can significantly improve its results management and reporting, at the same time increasing a sense of well-being among staff.	<ul style="list-style-type: none"> • Modified the programme's results framework by refining some output indicators. • Team-building exercises and regular meetings with all Safe and Fair staff to discuss workloads and how to address workplace challenges. • Resource mobilization for continuation of the programme at both regional and country levels.

Capturing Change at Outcome Level

Note: Throughout the results-reporting narrative, numbers that are included in the results framework (annex A) are marked in bold within parentheses, i.e. “(1)”.

Specific Objective 1

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

In 2021, SAF made progress in improving the extent to which ASEAN Member States had adopted labour migration legislation, policies and practices in line with international normative frameworks on the protection of migrant and domestic workers, and anti-trafficking. In addition to undertaking legal reviews and providing technical inputs for draft policy frameworks (output 1.1), SAF has been building the capacity of governments, employers, and trade unions to better understand normative frameworks and international labour standards and how these applied to the protection and promotion of WMWs' rights across the region (output 1.2). Through building the capacity of CSOs and WMWs (outputs 1.2, and 1.4), SAF supported the advocacy of rights-based and gender-responsive policymaking on labour migration.

Through its support of migrant worker resource centres (MRCs), and migrant workers' unions and associations – both in terms of capacity-building (output 1.2), organizing (output 1.3) and services (output 1.4), SAF has steadily improved the ability of MRCs to manage and resolve complaints from WMWs. In 2021, SAF stepped up its efforts to (a) create cross-border linkages and knowledge-sharing between service providers so that WMWs can be better supported across labour migration corridors, and (b) build the capacity and skills of labour inspectors and consular officials to identify cases of violence and harassment, and to improve official assistance pathways for WMWs seeking support, assistance and advice, regardless of their employment and migration status.

Output 1.1

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

During the reporting period, SAF, either through technical input or by bringing the voices of rights holders to the legal amendment process, helped to strengthen **(21)** laws or policies related to labour migration and to violence and harassment, including sexual harassment at work.³²

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

Indonesia (9)

1. Joint Commitment (MoU) Development in Integrating Gender Responsiveness MRC in Government One Roof Integrated Services Office (LTSA) in Cirebon District (**adopted**).
2. Joint Commitment (MoU) Development in Integrating Gender Responsiveness MRC in Government One Roof Integrated Services Office (LTSA) in East Lampung District (**adopted**).
3. Joint Commitment (MoU) Development in Integrating Gender Responsiveness MRC in Government One Roof Integrated Services Office (LTSA) in Blitar (in drafting)
4. Joint Commitment (MoU) Development in Integrating Gender Responsiveness MRC in Government One Roof Integrated Services Office (LTSA) in Tulungagung (in drafting).
5. Guideline and Monitoring Matrix for the Implementation of Ministry of Manpower Decree No 294/2020 on the Implementation of Indonesia Migrant Worker Placement in the Adaptation to the New Habit (New Normal Period) (in drafting).
6. Standard Operational Procedure (SOP) for Overseas Technical and Vocational Education Training Centre on Services Delivery and Protection of Indonesia Migrant Worker for the Placement during the Adaptation to the New Habit (new normal period) (**adopted**).
7. Standard Operational Procedure (SOP) for Private Placement Agency on Services Delivery and Protection of Indonesia Migrant Worker for the Placement during the Adaptation to the New Habit (New Normal Period) (**adopted**).
8. National Action Plan on the Implementation of the Global Compact for Migration 2021–25 (NAP GCM, in drafting).
9. Recommendation to the Strategic Implementation Plan on the Head of BP2MI No.09/2020 Decree on the Abolishment of Migrant Worker Placement Fee (**adopted**).

Philippines (7)

10. Act Creating the Department of Migrant Workers, Defining its Powers and Functions, Rationalizing the Operation and Functions of Government Agencies Related to Overseas Employment and Labor Migration, Appropriating Funds Therefor, and for Other Purposes (“Department of Migrant Workers Act” Republic Act No. 11641, **adopted**).

- o Senate Bill 2234 creating the Department of Migrant Workers and Overseas Filipinos.³³
- o Senate Bill 1949 creating the Department of Overseas Filipinos.
- 11. House Bill 6779 (mandatory immunization of OFWs) (in drafting).
- 12. National Employment Recovery Strategy 2021 - 2022 (NERS, **adopted**).
- 13. Draft substitute House Bill on expanded compulsory insurance for overseas Filipino workers (in drafting).
- 14. Act Creating the Tabaco City Migrant Resource Center (MRC) (in drafting).
- 15. Resolution No. 1, Series of 2021 of the (National) Sub-Committee on International Migration and Development (SCIMD) on “Endorsing the OFW Reintegration Advisor and Referral Pathways of ILO-Philippines for Collaboration with SCIMD” (**adopted**).
- 16. Regional Development Council (RDC) Region 6 Resolution No. 66 Series of 2021 – Requesting All Provinces and Highly Urbanized Cities to Adopt the Framework and Operational Mechanics and Tools of the OFW Reintegration Advisor (Referral Pathways) and to Establish Migrant Resource Centers” (**adopted**).

Viet Nam (5)

- 17. Prime Minister Decision 2239/QD-TTg on National Strategy on Vocational Training Development (**adopted**).
- 18. Prime Minister Decision 40/QD-TTg on the Overseas Employment Support Fund (**adopted**).
- 19. Government Decree 112/2021/ND-CP Providing Detailed Regulations on Recruitment Agencies, Overseas Labour Management and Management and Use of Deposit which Guides the Implementation of the Law on Contract-based Vietnamese Overseas Workers (**adopted**).
- 20. Circular 21/2021/TT-BLDTBXH Guiding the Implementation of Some Articles of the Law on Contract-based Vietnamese Overseas Workers (**adopted**).
- 21. Circular 21/2021/TT-BLDTBXH on Migration database (**adopted**).

SAF provided technical inputs to the following from a labour migration perspective:

- National Action Plan for the Prevention and Response to Trafficking in Persons (2020–24), Indonesia (reported under output 2.1).
- Gender Responsive and Inclusive Pandemic Management Act of 2021, Philippines (reported under output 2.1).

³³ SAF had given technical inputs to the senate bills proposing the creation of the new department – i.e. Senate Bill 2234 creating the Department of Migrant Workers and Overseas Filipinos (DMWOF), and the earlier version, SB 1949, creating the Department of Overseas Filipinos (DOFIL). After being endorsed by both the Senate and the Lower House in December 2021, the Bill was signed into law by the President (Republic Act 11641), and it has been in force since. Since SAF was involved in all iterations of the draft law, in measuring our results only the final law is counted. The two senate bills are noted here for narrative reporting only.

SAF supported the development and revision of policies and implementing regulations on gender-sensitive labour migration governance in Indonesia, the Philippines and Viet Nam. SAF's inputs included focus on women's rights in line with normative ILO standards, as well as inclusion of measures for the prevention of violence and harassment in line with ILO Convention No. 190. SAF also supported CSOs and WMWs in making recommendations to policymakers.

In **Indonesia**, SAF has worked closely with the Ministry of Manpower and district officials to develop a **Joint Commitment Memorandum of Understanding (MoU) on Integrating Gender Responsiveness MRCs in the Government One Roof Integrated Services Office (LTSA)** in Cirebon District (1).

The integration of Gender Responsive Migrant Worker Resources Center (MRC) and the One-Roof Integrated Services (LTSA) for Indonesian migrant workers is a pilot for a multi-stakeholder partnership between the Government, migrant worker unions and women crisis centres in developing integrated and coordinated gender-responsive services, in accordance with Law No. 18/2017 on the Protection of Indonesian Migrant Workers, for the optimal placement and protection of the rights of migrant workers at all stages of their journey, including responding to cases of violence, abuse and trafficking. The Ministry of Manpower awarded the Indonesian Migrant Worker Award to the integrated LTSA and Gender-Responsive Migrant Worker Resource Center (MRC) in Cirebon District for providing the best labour migration services for Indonesian migrant workers. (See "Innovative, good, and promising practices", below).

Joint Commitment MoUs in Integrating Gender Responsiveness MRC in the government LTSA has been adopted in East Lampung District (1), and currently underway in Blitar, and Tulungagung (2). The MRC-LTSA provides migrant workers with ease of access, all under one roof, to comprehensive gender-responsive services, including information, pre-employment consultations, trainings for prospective migrants, psycho-social counselling service, case handling, and legal aid. For WMWs who have experienced violence and abuse, the integration of the women's crisis centre under the One-Roof service means that they can access services and counselling without delay.

The placement of labour migrants abroad, which had been temporarily suspended in 2020, is commencing again. Migrant workers who are going abroad include those going to work in occupations such as domestic work, where they may be afforded inadequate protections, including limited access to health care and essential services, especially those related to COVID-19. To ensure that migrant workers' rights are protected during these placements, SAF has contributed to the drafting the **Guideline and Monitoring Tools for the Implementation of Ministry of Manpower Decree No 294/2020 on the Implementation of Placement in the New Normal Period** (1).³⁴ SAF has also contributed to the drafting of standard operational procedures (SOPs) ensuring that WMWs concerns are included. The draft SOPs were subsequently adopted as **SOPs³⁵ for Overseas Technical and**

³⁴ The draft, which has been prepared with the inputs from SAF and ILO technical specialists, has been received by Ministry of Manpower and currently being completed for the baseline data to set up the target and indicator.

³⁵ The SOPs are part of subordinate regulation of the Minister of Manpower Decree No.294/2020: The Placement of Indonesian Migrant Workers under the New Normal.

Vocational Education Training Center (1) and Private Placement Agency on Services Delivery and Protection of Indonesia Migrant Worker during the New Normal (1).

The SOPs adopt occupational safety and health (OSH) principles and follow a survivor-centred approach in their complaint and referral mechanism for cases related to violence, harassment, human and labour rights violations, and COVID-19 infections, in collaboration with the government and service providers. This is being done by prioritizing the rights and needs of survivors of violence, regardless of their status, ensuring the principles of confidentiality, respect and non-discrimination, and underscoring the State's obligation to place migrant workers' human rights above the purpose of law enforcement and migration management. SAF, in partnership with Migrant Worker Alliance (Jaringan Buruh Migran/JBM), will continue to support the Government of Indonesia in applying the SOPs to all private placement agencies and vocational training centres, including governmental training centres, for migrant workers going abroad.

In partnership with the National Agency for Protection of Indonesian Migrant Worker (BP2MI), SAF organized a tripartite (plus) consultative dialogue on the ILO's General Principles and Operational Guidelines for Fair Recruitment to Improve the Rights Protection of Indonesian Migrant Worker, especially Women (reported under output 1.2). From the consultation, the participants developed a **Tripartite-Plus Joint Recommendation to the Strategic Implementation Plan on the Abolishment of Migrant Worker Placement Fee and Required Process for Employment (Law 18/17) (1)**. The Recommendation has been accepted as a working guideline by the BP2MI, and will guide the decree's strategic implementation plan.

During the consultation process organized by the Ministry of Manpower, SAF³⁶ provided technical written comments on the **draft National Action Plan on the Implementation of the Global Compact for Migration (NAP GCM)**, to ensure that the measures to support voluntary, orderly and regular migration are gender-sensitive, and supportive of the needs of WMWs (1). SAF inputs to the NAP include the following:

- developing gender mainstreaming guidelines in employment and labour migration;
- building consular capacity to serve and protect Indonesian citizens abroad, including understanding and responding to the needs of specific groups of migrants, including WMWs who may have experienced violence, forced labour, and trafficking;
- implementing a monitoring and inspection system for private recruitment agencies and TVETs to ensure fair recruitment and the OSH standards are being observed;
- establishing inclusive Migration Social Dialogue Forums at the local level as a step toward educating and socializing safe, orderly and regular migration with a specific focus on the needs of women and workers from other marginalized groups; and
- integrating One Roof Integrated Institutions (LTSA) with MRCs to facilitate access and provide comprehensive and gender-responsive protection services to migrant workers

³⁶ In coordination with UNODC and the ILO specialists and country coordinator.

The Adoption of the NAP is currently under discussion; it remains to be seen how SAF inputs have been incorporated into the next iteration of the NAP.

Further developments in 2021:

- **Government Regulation 59/21 on the Implementation of Indonesia Migrant Worker Protection**, one of the subordinate regulations of Law 18/17, was adopted.³⁷ The Regulation is based on a recommendation from the Gender Analysis of Law 18/17 that SAF had previously undertaken with the Ministry of Manpower and the University of Indonesia. The recommendation seeks to make Law 18/17 more gender-responsive and improve services for WMWs, including strengthening the role of the government One Roof Integrated Services Office in providing both administrative and non-administrative services such as employment services, consultation information, counselling and complaint-mechanism desk and case handling. The regulation also provides an opportunity for collaboration between government and non-government actors.
- The Indonesian Government organized a series of cross-ministerial meetings to discuss the draft **Presidential Regulation on the Roles of Labour Attaches**. SAF had previously provided technical inputs for the draft Regulation,³⁸ emphasizing the need to ensure dedicated gender-responsive services for women who experience violence (also see output 2.2 for SAF's work in 2021 to provide services to WMWs who experienced violence). The final draft is under review by the State Ministry, and it is anticipated that the Regulation will be signed in 2022.
- The **Ministry's Regulation/MOWECP for the Protection of Indonesian Women migrant Workers** which was supposed to be formalized in 2020, remains on hold as the 18/17 Law sub-regulation is still under deliberation. SAF has provided inputs to the Regulation, using the Gender-Responsive Analysis of Law 18/17³⁹ as a basis for developing the draft. The issuance of the MOWECP's regulation will serve as a legal document for the Protocol's implementation. In 2022, SAF plans to advocate for the issuance of other legal documents so the Protocol can be operationalized by other relevant government agencies (also see output 2.2).
- Noting the importance of labour inspection and the need for gender-responsive services, SAF provided inputs to the **National Action Plan for the Prevention and Response to Trafficking in Person (2020–24)** (reported under output 2.1), seeking to develop a joint inspection and monitoring system for private TVET and placement agencies, in line with ethical recruitment guidelines, to reduce the number of private agencies who may be involved in trafficking and human and labour rights violations, at the same time developing criteria and instruments to blacklist agencies that fail to meet minimum standards of fair recruitment. SAF also sought to establish Integrated Government One Roof Services with the involvement of trade unions

³⁷ SAF had reported its technical inputs to the Regulation in 2019, so only the subsequent progress of this regulation is being reported in the 2021 annual report.

³⁸ As SAF had already reported the Presidential Regulation on the Roles of Labour Attaches in 2020, the Regulation has not been counted in the 2021 SAF results framework.

³⁹ Previously reported by SAF in 2019.

and women crisis centres for prevention and providing gender responsive support services, which would benefit WMWs who may be at risk of trafficking.

In the **Philippines**, in addition to supporting local ordinances to set up a migrant resource centre in Tabaco City (1), SAF made contributions to several national-level legislative measures in 2021. The programme has supported the formulation of the new **Act Creating the Department of Migrant Workers, Defining its Powers and Functions, Rationalizing the Operation and Functions of Government Agencies Related to Overseas Employment and Labor Migration, Appropriating Funds Therefor, and for Other Purposes (“Department of Migrant Workers Act” Republic Act No. 11641)** (1) (also see output 2.1). The Department will regulate recruitment and prescribe service provision for overseas Filipino workers regardless of legal status, including in cases of violence and exploitation, as well as providing reintegration and skills development for returning migrant workers.

Unique in how it incorporates gender in its consular assistance services, through SAF’s interventions,⁴⁰ the Act achieves the following:

- designating gender focal points who will also serve as EAW focal points in the Philippine missions abroad (Migrant Workers Offices) (section 15.0). This is notable, since it is the first time a major labour migration law in the Philippines includes a specific EAW provision;
- presenting a “full-cycle reintegration programme” (section 17) that includes the following:
 - o covers “social, psychosocial, gender-responsive, and cultural [reintegration needs], including skills certification and recognition of equivalency”;
 - o promotion of “access to social protection instrument and financial services, and the reintegration of survivors of VAW and trafficking in persons”;
 - o explicitly includes “local government units” among the key agencies that will provide reintegration services;
- establishing the “Migration Information System” – ensuring that the data gathered is disaggregated by sex, age, migratory status, country of destination, and other relevant parameters (section 18);
- referring to the Overseas Workers Welfare Administration (OWWA), recognizing its full functions as provided under the OWWA Charter, and provides for migrant workers to receive the benefits of the OWWA Fund, which can only be used for welfare services (as per the OWWA Charter); and
- requires that a five-year mandatory review be conducted by a presidential commission that will conduct systematic and in-depth consultations with key stakeholders to evaluate whether the Department should be reformed or abolished. Gender inclusivity is included in the parameters of the mandatory review.

⁴⁰ SAF interventions also include capacity building consultations with different stakeholders in the lead-up to the passage of SB 2234 (reported in output 1.2).

SAF contributed to the **National Employment Recovery Strategy 2021–22 (NERS)** (1) by facilitating the participation of women and migrant organizations in the consultations, and identifying migrant worker priorities for inclusion in the NERS Labor Sector Agenda Towards Employment Recovery.⁴¹ SAF recommendations included the following:

- Strengthen and expand support for reintegration programmes, particularly those that enhance reintegration options, opportunities and pathways for women OFWs and MDWs.
- Improve gender-responsiveness in case management, especially in cases of violence against women, illegal recruitment, and trafficking; improve provision of essential services for women OFWs.
- Enhance online TVET programmes, provide scholarships for OFWs through partnerships with TESDA and other government training institutions; design skills development, reskilling, skills recognition and job support opportunities for returning women OFWs and MDWs.
- Deploy additional overseas personnel at the Philippine Overseas Labor Offices (POLOs) to cater for OFW concerns and welfare needs immediately; strengthen and expand OFW Helpdesks or migrant resource centres to serve as venues for information dissemination; enhance the capacity of POLOs and service providers for gender-responsive case handling and engagement with OFWs.
- Prepare a sex, migratory status and skills disaggregated database of repatriated OFWs for employment/job or skills matching for in-country or overseas jobs.

The Government officially adopted the NERS agenda in June of 2021 and, as mandated by Executive Order 140 (EO 140) of the President, the NERS Task Force was created to implement it. In view of the substantive SAF and ILO support in formulating the NERS agenda, EO 140 instructs the NERS Task Force to tap ILO and other partners for joint programmes and technical cooperation in NERS implementation. In 2022, SAF will continue to work through this mandate to provide technical support or joint programming on the implementation of the migrant sector and women sector agenda, specifically in ensuring women migrant concerns and gender-responsive implementation of the NERS agenda.

Through stakeholder consultations and capacity building of government officials on the subject matter of the Bill (see output 1.2), SAF has made contributions to **House Bill 6779 (Mandatory Immunization of OFWs)** (1) which, when adopted, will require departing migrant workers to be immunized against more than 13 diseases, placing the burden on them of bearing the costs of immunization. The Bill was revised following SAF recommendation to remove the mandatory requirement, as it disproportionately discriminated against migrating domestic workers, who are mostly women. The Bill is still in draft, but it no longer proposes making immunization a prerequisite for deployment.

⁴¹ The framing of the NERS was spearheaded by the NERS Task Force. The ILO and DOLE co-facilitated the labour sector consultations, while the overall consultation series was supported by the ILO, World Bank, and Asian Development Bank. SAF, together with DOLE-ILAB and OWWA, facilitated the participation of migrant organizations, especially in the migrant and women sector consultations.

SAF has provided technical inputs to for **Draft Substitute House Bill on Expanded Compulsory Insurance for Overseas Filipino workers** (1), which provides insurance coverage to migrant workers during their time abroad. Through SAF interventions, “partial and temporary disability” has been included (previously the Bill only covered insurance compensation for “total and permanent disability”); disability also includes psychosocial harm and trauma. By also adding the phrase “and other public crises or emergencies” in the insurance coverage of OFWs, migrant workers have an additional layer of protection in the event of unforeseen crises such as a future pandemic.

On Senate Bill 2088 / House Bill 9069 on **Gender Responsive and Inclusive Pandemic Management Act of 2021** (reported under output 2.1), SAF has recommended replacing “safety nets” in the draft Bill with the concept of “social protection floors”, thereby ensuring that social protection as provided under the bill will be in line with international labour standards. SAF also proposed that terms such as “gender-responsive” be consistent with international definitions, recommending the definition used in the SAF glossary on migration terminology. These revisions were included in the draft bill.

The Sub-Committee on International Migration and Development (SCIMD) is an inter-agency body that brings together such actors as key migration- and development-related government agencies; local government units (provinces, cities); migrant groups; civil society; and academia. Together with other ILO migration programmes, SAF had been orienting (see output 1.2) and advocating with the national SCIMD to support various migration initiatives, including the Reintegration Advisor, MRCs, and migration strategies at the national and local levels. Via **Resolution No. 1, Series of 2021 of the (National) Sub-Committee on International Migration and Development (SCIMD) on “Endorsing the OFW Reintegration Advisor and Referral Pathways of ILO-Philippines for Collaboration with SCIMD”** (1), the National SCIMD endorsed the reintegration initiatives promoted by SAF, especially the Reintegration Advisor. The Resolution initiates institutional collaboration between the national SCIMD and the regional SCIMDs on developing and promoting the Reintegration Advisor and other migration initiatives at the national and local levels.

The **Regional Development Council (RDC) Region 6 Resolution No. 66 Series of 2021 – Requesting All Provinces and Highly Urbanized Cities to Adopt the Framework and Operational Mechanics and Tools of the OFW Reintegration Advisor (Referral Pathways) and to Establish Migrant Resource Centers** (1) is the second official endorsement of SAF initiatives and activities related to migration. This endorsement will help institutional mainstreaming and sustainability of SAF’s interventions at the provincial and local levels.

SAF has been advocating for the creation of a Reintegration Advisor, a one-stop information platform and referral system making reintegration information and services available via different government and non-governmental service providers to OFWs and their families (see annex D: Innovative, promising or good practices). The reintegration-related services are based on six reintegration pathways: (a) finding employment back in the Philippines; (b) pursuing skills development (reskilling, upskilling, skills recognition/certification) or higher education; (c) starting or expanding enterprises or livelihoods in the Philippines; (d) reintegration for survivors of VAW, trafficking or distress; (e)

reintegration of OFW/migrant retirees; and (f) re-migration for work (if return for good is not yet possible). Through multiple stakeholder consultations in 2020 (previously reported) and 2021 (see output 1.2), SAF has expanded support for the Reintegration Advisor, which, when incorporated as part of the broader Strategic and Policy Framework on OFW Reintegration and the National Action Plan on Reintegration, will provide one of the pillars for developing a sustainable, gender-responsive and rights-based reintegration system in the Philippines. The endorsement of the SCIMDs (reported above) supports the achievement of this goal. SAF, along with other ILO migration projects, is involved in the framing of all three initiatives (to be reported in 2022).

SAF worked closely with stakeholders in **Viet Nam** (through technical inputs, facilitating broad consultations, and policy briefs) to champion the inclusion of both women and male migrant workers in the **National Strategy on Vocational Training Development for the Period 2021–30** (1). Given that skills play a key role in improving livelihood opportunities for WMWs and, therefore reducing their vulnerability to gender-based violence and exploitation, the National Strategy incorporates some key policy directions towards enhancing access to and quality of vocational training services among vulnerable women, especially WMWs, through the following SAF inputs:

- Ensuring that gender equality comprises part of the vocational education training programme, and having the strategy include specific sex-disaggregated targets (30 per cent of female learners by 2025 and 40 per cent by 2030).
- Mobilizing the participation of vulnerable communities such as WMWs in vocational training activities.
- Enhancing the connections between vocational education and training with the Employment Service Centre (ESC), including with activities on sending Vietnamese workers working overseas.

In coordination with other ILO projects, SAF also ensured that gender considerations and support for WMWs were included in the **Prime Minister's Decision on the Overseas Employment Support Fund** (1), adopted in December 2021. The Decision defines the different types of financial support to be provided to workers for recovering the costs of legal advice and representation, or for assisting workers who return home prematurely due to maltreatment, forced labor, threats to life or health, or sexual harassment. Explicit wording indicates that provision of such support does not reduce or remove existing obligations of employers, service enterprises and public entities towards workers.

Also adopted in December 2021 was the **Prime Minister Decree Providing Detailed Regulations on Recruitment Agencies, Overseas Labour Management and Management and Use of Deposits which Guides the Implementation of the Law on Contract-based Vietnamese Overseas Workers** (1). With SAF intervention, the Decree sets out the following provisions:

- gender-sensitive pre-departure orientation education should be organized;
- minimum standards should be set for boarding (that is, male and female learners should be provided with separate boarding areas with sufficient bathrooms and toilets, previously an important issue in Viet Nam);

- migration service/recruitment enterprises or agencies must have official websites that are accessible 24 hours a day, and they should provide up-to-date information regarding services, organizational profiles and contact numbers. This aims to produce more transparency among recruitment agencies, and to reduce the likelihood of both cheating/violence against migrants and excessive migration costs.
- recruitment agencies must be made accountable by revoking their licenses should they be found to be abusing (violence) or discriminating against workers when placing them abroad.

The Decree was accompanied by two Circulars incorporating SAF interventions that have also been adopted:

General Circular Guiding the Implementation of Some Articles of the Decree (1)

- provides for pre-departure orientation training on gender equality, gender-based violence, sexual harassment and violence; and
- removes service charges for domestic workers migrating to Western Asia, South-East Asia, Central Asia and Africa, which will significantly improve prospects for WMWs.

Circular on Migration Database (1)

- requires regular collection of sex-disaggregated data regarding migrant workers by recruitment agencies/migration service enterprises and the Ministry of Labour, Invalids and Social Affairs (MOLISA).

In keeping with the principle of “leaving no one behind”, through its support for IDWF, SAF supported WMWs in **Malaysia** to engage in policy advocacy. Persatuan Sahabat Wanita Selangor (PSWS) and Ke-Arah 189, together with IDWF, have been campaigning for the inclusion of domestic workers under the Employees’ Social Security Act 1969 and Employment Insurance System 2017; the Ministry of Human Resources announced that social security would include domestic workers from June 2021 onwards.

Through participation in the Labour Law Reform Coalition (LLRC), IDWF and its affiliates (PERTIMIG and AMMPO) have been proposing labour law reform for the Employment (Amendment) Bill 2021. Through previous lobbying efforts, the Employment (Amendment) Bill 2021 has made improvements in recognizing the rights of domestic workers – the proposed changes in the Bill no longer refer to domestic workers as “domestic servants” but as “domestic employees”, it seeks to reduce working hours from 48 to 45 hours a week, and to increase maternity leave from 60 to 70 days.⁴²

In **Singapore**, SAF partner the Humanitarian Organization for Migration Economics (HOME) has been petitioning the Ministry of Manpower, and also lobbying with the embassies of Indonesia, Myanmar, the Philippines (and the embassies of India and Sri Lanka) to support their petition for mandatory rest days and access to mobile phones for WMWs. The Government has announced

⁴² On 21 March 2022, the Employment (Amendment) Bill 2021 was passed by Parliament, amending the Employment Act 1955; the Bill is pending adoption by the Senate.

a new policy, to take effect from the end of 2022, that will require employers to give domestic workers one compulsory rest day off every month.⁴³

Box 7

Strengthening gender-responsive laws at the ASEAN level: Ongoing work

On behalf of ACMW, and under the ASEAN Consensus Action Plan 2018–25, Viet Nam⁴⁴ is leading an initiative on “Strengthening the concerns of women migrant workers in the laws and policies of ASEAN Member States”.⁴⁵ SAF is supporting ACMW in a review of the national regulations, laws and policies of ASEAN Member States that concern WMWs, with the aim of identifying good practices and developing recommendations for ACMW adoption. Initiated in 2021 and continuing into 2022, this project will contribute to the ASCC Blueprint 2025 Strategic Measures and the realization of the ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals (SDGs). The project will also support implementation of the ASEAN Labour Ministers’ Work Programme 2021–25, and the ASEAN Consensus on Protection and Promotion of the Rights of Migrant Workers.

Output 1.2

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

In 2021, SAF strengthened the capacity of **(4,018)** stakeholders – governments;⁴⁶ trade unions; employers; recruitment agencies; CSOs, including women’s organizations; migrant organizations; and domestic workers’ organizations – to implement gender-responsive, women-friendly and rights-based policies and services.

Capacity-building of governments

Capacity-building with governments focused on international labour standards, including ILO Convention No. 190; gender equality; legal support in cases of abuse; exploitation in the world of work; implementation of gender-responsive laws and policies; prevention of violence against WMWs; and gender-responsive labour migration services for WMWs.⁴⁷ SAF’s government capacity-building

⁴³ Ministry of Manpower, New Measures to Strengthen Support for Migrant Domestic Workers, 22 July 2021, <https://www.mom.gov.sg/newsroom/press-releases/2021/0722-better-support-for-mdws>

⁴⁴ The Ministry of Labour, Invalids and Social Affairs (MOLISA) is leading the project.

⁴⁵ The ASEAN Labour Ministers’ Work Programme 2021–25 and Work Plans of the Subsidiary Bodies can be found at https://asean.org/wp-content/uploads/ALM-Work-Programme-2021-2025-Final-July-2021_rev_.pdf.

⁴⁶ SAF built the capacity of the following Governments regarding a range of issues concerning WMWs: Cambodia, Lao People’s Democratic Republic, Indonesia, Malaysia, the Philippines and Thailand.

⁴⁷ Per Spotlight indicator 4.1.6: number of government service providers that have increased their knowledge and capacity to better integrate VAWG responses into sexual and reproductive health; education; and migration services. A total of 2,020 government officials were trained under SAF indicator 1.2.1. Trainings on gender equality and gender-based violence, EVAW, and women’s rights in migration are crucial to changing underlying root causes of violence.

initiatives were conducted at both the national and local levels and with a number of ministries, including ministries of labour, immigration, and justice.

Ending violence and harassment in the world of work requires the proper application of labour legislation and the fundamental principles and rights at work, which in turn is highly dependent on an effective labour inspectorate. **Labour inspectors play an essential role** in ensuring that labour laws are applied equally to all employers and workers. In particular, they can assist in managing the vulnerabilities of WMWs, issues such as labour rights violations; gender equality; and elimination of violence and harassment, including sexual harassment in the world of work. In coordination with the ILO BRIDGE project in Malaysia and the EU-funded Ship to Shore Rights (S2S) project in Thailand, SAF has trained 17 labour inspectors in **Malaysia**⁴⁸ and 375 labour inspectors in **Thailand**.

In **Malaysia**, the labour inspectors were trained to detect and address forced labour, child labour and gender-based discrimination, violence and harassment, in the workplace. The focus was on high-risk sectors such as domestic work and manufacturing, where many WMWs are employed. Having a labour inspectorate that can investigate allegations of gender-based violence supports Malaysia's commitments under core ILO Conventions and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

To ensure the long-term sustainability of this approach, the training took the form of training of trainers so that labour inspectors could, in future, train their peers in gender-sensitive labour inspections. The potential trainers were taught on how to deliver the trainings using the *Facilitator's Manual on the Training for the Malaysian Labour Inspectors on Forced Labour, Child Labour, and Gender-Based Discrimination, Violence and Harassment in the Workplace*, developed in 2021.⁴⁹

In **Thailand**,⁵⁰ SAF strengthened the DLPW's labour inspectorate through online trainings to apply a gender-sensitive and survivor-centric approach when investigating complaints, especially from WMWs, of workplace violations. Through enhanced knowledge regarding violence against women, forced labour, and the specific sensitivities surrounding the employment of WMWs in the construction sector, Thai labour inspectors should be able to ensure that WMWs, including migrant domestic workers, are protected from violence and harassment while working in Thailand. SAF and DLPW are also updating the country's Labour Inspection Guidelines with attention to WMWs, domestic workers, forced labour, and violence and harassment (to be finalized in 2022). Noting that language barriers are detrimental to migrant workers' access to justice, SAF undertook consultations with the DLPW to develop **guidelines for gender-responsive translation services** so that DLPW's interpreters would be able to provide better language assistance to migrant workers on cases of violence and harassment, forced labour, trafficking and other labour right violations.

⁴⁸ Training of Trainers and Validation Workshop for the Malaysian Labour Inspectors on Forced Labour, Child Labour, and Gender-Based Discrimination, Violence and Harassment in the Workplace, carried out on 7 April 2021, in Malaysia.

⁴⁹ Both the training and the Facilitator's Manual were jointly produced by SAF and the ILO From Protocol to Practice: A Bridge to Global Action on Forced Labour (BRIDGE project) in close consultation with the Ministry of Human Resources. The manual was published online in January 2022, following its production and preparation in 2021.

⁵⁰ In 2021 seven groups of labour inspectors were trained from August to November.

Focus group discussions were conducted with the interpreters to gauge their experience and needs in anticipation of the 2022 trainings to come.

Labour attachés and consular officials play a critical role in protecting the rights of women migrant workers abroad (also see Output 2.2 and 2.4). In **Malaysia**, which is a major country of destination, SAF, in partnership with the Bar Council, supported seven consular officials⁵¹ in gaining a better understanding – through interactive discussions with counterparts from other foreign missions and from civil society – of the support needed for WMWs' rights in Malaysia during COVID-19, including access to justice, rights at work, health and VAW services for WMWs. Consular officials are now able to better advise WMWs.

In April–May 2021, SAF, in collaboration with DOLE, organized learning sessions for **Philippine Overseas Labor Offices (POLOs)** in Asia-Pacific, Europe, the Americas and the Middle East. These sessions focused on promoting reintegration and skills development programmes/support for OFWs, especially women OFWs. SAF led the discussions on gender and labour migration through which 76 Philippine foreign officials developed a deeper insight into (a) the gendered labour migration patterns of OFWs, and into (b) key considerations that are required in COVID-19 response and recovery strategies to ensure that vulnerable groups, including women and migrant workers, are not left behind. Although these initiatives primarily targeted foreign missions, participating CSOs also benefitted by learning more about how to engage with labour attaches and consular officials (see also SAF trainings for DFA officials in output 2.4).

SAF also supported a Convention No. 190 learning session for 74 DOLE personnel. This training aimed to deepen their technical understanding on the Convention; carry out a gaps analysis on the Convention; map out the current issues related to violence and harassment faced by women in the workplace; acquaint participants with relevant regulations in the country; and provide information on the ratification process. On that basis, the authorities were better positioned to make an informed decision in ratifying the Convention.

At the regional level, SAF worked with national statistics offices to take stock collectively of where each country's data stood in terms of sex-disaggregation, and what challenges stood between the collecting and publishing of such data. At the Seventh Technical Meeting of Focal Specialists on International Labour Migration Statistics in ASEAN, hosted online by the ILO TRIANGLE in ASEAN programme, and using the SAF brief "Making WMWs Count: Sex Disaggregation of Labour Migration Statistics in ASEAN",⁵² SAF raised awareness of the importance of sex-disaggregated data among 62 focal points (35 women) from nine countries (**Brunei Darussalam, Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, the Philippines, Singapore, Thailand and Viet Nam**). For SAF's work on sex-disaggregated labour migration data, see output 3.2.

⁵¹ Consultative dialogue with labour attachés and consular officials: Lessons learned on the protection of migrant workers' rights in Malaysia during the COVID-19 pandemic - 26/08/2021, organized in collaboration with the Malaysian Bar Council's Migrants, Refugees and Immigration Affairs Committee (BMRIAC).

⁵² Previously reported in 2020.

Just as a migrant-friendly and gender-responsive labour policy framework at the national level remains important, so too does building the capacity of local-level government in implementing a gender-inclusive, safe labour migration approach. Actions at the local level can have the most direct impact in women's daily lives in providing access to safe and fair migration support, both before and after return. To that end, through trainings on gender, labour migration, social protection and gender-based violence against WMWs, SAF sensitized 172 **Cambodian** district and commune authorities in three districts, including local police and justice officials, to understand the relevant guidelines and mechanisms that protect migrant workers; the responsibility of local government for service provisions; and, most importantly, to consider gender-related social hierarchies when planning service provision to respond to WMWs' needs.

“The training is not only important for me but for all participants related to our work in raising awareness and providing services to community members.” – a male participant from Kaoh Thum.

“I will apply what I have learnt from the training to my work so as to fulfill my duty.” – a female participant from Por Senchey

In **Indonesia**, building upon the joint participatory action research on a village-based model of labour migration governance,⁵³ SAF trained 42 village government officials in Tulungagung and Blitar in how to develop a gender-responsive village regulation; how to use village-based management to prevent trafficking in persons; and to enhance labour migration service delivery and referral mechanisms for WMWs and their families, including when WMWs experience violence.

In the **Philippines**, trainings for the Negros Occidental Local Government and Provincial Committee on Migration and Development (PCMD) and for Tabaco City local government officials (including the mayor) provided 11 officials with a clearer understanding of the OFW situation and gender-responsive frameworks for labour migration governance. That in turn has allowed them, given that key local government officials are involved in MRC operations, to strengthen the SAF-supported MRC.

In **Thailand**, where Department of Skills Development (DSD) provide skills training to workers (including migrant workers) on construction sites, SAF trained 45 DSD trainers on gender equality, social inclusion and violence against women in the world of work. Based on the pre-and post-training surveys, most participants reported an improved understanding of sex and gender definitions, and how to address gender barriers in accessing skills trainings. In terms of immediately applicable learning, DSD trainers learned how employers should respond to sexual harassment. The improvement in knowledge and shift in attitudes among trainers in making training courses more gender-sensitive will benefit women workers in general, and WMWs in particular.

A gender sensitivity checklist has been developed with DSD for use in future trainings. In 2022, SAF will advocate with the DSD to include a gender curriculum in the regular training of trainers.

Beyond training classrooms, networks provide a good platform for knowledge-building among service providers. Through the provincial-level migration network meetings in **the Lao People's Democratic Republic**, 102 service providers, local government representatives, trade unions, employers and CSOs come together to share experiences and gain new perspectives on how to improve service provision to migrant workers, maintain records and to improve coordination between duty bearers. With the opening of the MRC in Bokeo Province, the first migration networking meeting took place for MRC Bokeo with the district government, trade unions, police and CSOs participating. The networks provide a space for stakeholders to reflect on gender-responsive service provision and referral mechanisms for returning migrant workers, particularly during the COVID-19 pandemic. In Savannakhet Province, deliberations during the migration network meeting resulted in SAF being allowed to provide services; information on GBV, safe migration and anti-trafficking; and, at a designated quarantine centre, counselling to returning WMWs.

Box 8

Cross-border training of government skills trainers in the Lao People's Democratic Republic and Thailand

SAF organized gender-responsive skills training for 55 Thai skills trainers from the Ministry of Labour (Thailand) and, from the Lao People's Democratic Republic, two MOLSW officials and eight LFTU skills trainers (five of them women). The training improved the skills trainers' understanding of labour migration frameworks as well as definitions and concepts related to gender-responsive skills development in Thailand (the country of destination for many Lao migrant workers). With the knowledge gained, they will be able to facilitate WMWs' access to skills and vocational training in a more rights-based manner.

In the **Philippines**, together with other ILO migration programmes, SAF provided orientation to 67 members of the national- and provincial-level ⁵⁴ SCIMDs, to enhance their understanding of the gender dimensions of labour migration, especially when it comes reintegration and skills development. As an inter-agency body for migration, SCIMDs play a key role. As a result of these sessions, SCIMDs issued two resolutions (see output 1.1) endorsing the Reintegration Advisor and other reintegration initiatives, thus paving the way for the institutionalization of SAF interventions at the provincial and local levels. Similar orientations, provided in collaboration with DOLE's Bureau of Local Employment (DOLE-BLE), for local public employment services offices (PESOs) resulted in 13 focal points developing a better understanding of the reintegration and livelihoods and skills development services available to returning WMWs and their families, and resulted in agreement to continue their collaboration with SAF in promoting the reintegration services, referrals and skills-development #WomenOFWSCANDOIT (#WOCDI) initiatives.

As part of its ongoing engagement with the UP-CIFAL Professional Course on Global Migration⁵⁵, SAF has improved the knowledge of 34 participants from national and international government agencies, development organizations, media, and civil society groups regarding (a) international labour standards, (b) gender dimensions of labour standards, and (c) international standards and guidelines for gender-responsive strategies and responses. The course is of particular relevance for bureaucrats since it allows the migration agencies to provide standardized training for new personnel prior to taking up their positions.

Building the capacity of tripartite plus stakeholders to further women migrant workers' rights

SAF has reported on the labour migration laws and policies to which it has provided technical inputs under output 1.1. To ensure the passing of gender-responsive, migrant-worker supportive policies into law, SAF complemented its work under output 1.1 by building the knowledge of tripartite-plus stakeholders regarding these proposed laws:

- In the lead-up to passing Republic Act 11641 (Department of Migrant Workers Act of 2021), the National Employment Recovery Strategy (NERS), and House Bill 6779 (mandatory immunization of OFWs) in the **Philippines**, SAF organized consultations and learning sessions for 204 tripartite-plus stakeholders and migrant groups to learn about (a) the key provisions of the proposed law, (b) their implications for WMWs, and (c) their alignment with international labour, migrants rights, human rights, gender equality principles and EAW standards. It enabled participants to analyse the proposed legislation and strategize to identify entry points for advocacy on SB 2234.⁵⁶
- In the **Philippines**, via stakeholder consultations⁵⁷ on the OFW Reintegration Advisory and Referral Pathways, 86 tripartite constituents and social partners, migrant associations, local government units, and advocates improved their understanding of why reintegration facilitation is critical for OFW returnees/repatriates, a great many (77%) of whom are women. The consultation increased their support for a Reintegration Advisor and mechanisms in informing and facilitating reintegration options and pathways for OFWs, especially women. See also output 1.1.

Together with the National Agency for the Indonesia Migrant Worker Protection (BP2MI) in **Indonesia**, SAF supported a tripartite-plus consultative dialogue for more than 59 tripartite-plus partners on the ILO's *General Principles and Operational Guidelines for Fair Recruitment to Improve the Rights Protection of Indonesian Migrant Workers, especially Women*. This dialogue aimed to improve participants' understanding of fair recruitment, and to promote gender-responsive policies and service provision for WMWs, especially where they experience violence and harassment in the workplace. Drawing from the consultation, participants developed Tripartite-Plus Joint Recommendations

⁵⁵ 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.

⁵⁶ After passing its third senate reading, SB 2234 was signed into law by the President of the Philippines on 30 December 2021 as "Department of Migrant Workers" (Republic Act 11641). See output 1.1.

⁵⁷ Co-organized by SAF, ILO BRIDGE Project, and OWWA-NRCO.

on the Strategic Implementation Plan on the Abolishment of Migrant Worker Placement Fee and Required Process for Employment (Law 18/17).

Similarly in the **Philippines**, in collaboration with the ILO, SAF supported the National Tripartite Feedback e-Forum and Consultation Towards the Ratification of ILO Convention No. 190 organized by the Department of Labor Technical Working Committee on C190 Ratification (TWC C190). The 183 partners were able to make key recommendations on C190 advocacy, including expansion of the TWC C190 to include tripartite and other stakeholders; adopting joint/common advocacy plans; conducting sectoral and multi-stakeholder information campaign; building tripartite support for ratification; and producing communication materials for use in advocacy campaigns.

At the **ASEAN level**, SAF continued its collaboration with the ASEAN Confederation of Employers to educate 14 employers from seven ASEAN countries on gender equality, violence and harassment in the world of work. This was the first regional ACE workshop, following the adoption of ILO Convention No. 190, dedicated to the issue of violence and harassment in the world of work in which training materials were finalized. The workshop drew from the policy briefs⁵⁸ that make a business case for preventing violence and harassment at work, and provided good practices in promoting women leadership and mainstreaming gender policies.⁵⁹

With the Malaysian Employers Confederation (MEF), SAF has been developing company policy templates for employers in **Malaysia** on addressing violence and harassment, including sexual harassment, in the workplace and on creating investigative guidelines for such complaints. As part of the consultative process in developing the templates, 39 representatives from MEF members were convened to better understand their current mechanisms and to further their understanding of why policies on violence and harassment are critical at the workplace, and their role as employers in ending violence and harassment of WMWs in the word of work. The policy templates are reported in output 3.1.

“We feel that every company should have a policy on violence and harassment and sexual harassment. So, the templates are very useful and will provide a good guideline for anyone who wants to have such a policy or also for those thinking about doing it.” – Anonymous workshop participant

In the **Philippines**, SAF built the knowledge levels of 19 participants from the private sector on the conditions, risks and needs of WMWs during the pandemic, as well as on the rights-based and

⁵⁸ Two of these briefs “A Business Case for Preventing Violence and Harassment at Work: Empowering WMWs and Businesses” and “A Business Case for Preventing Violence and Harassment at Work: The Untapped Power of WMWs in ASEAN” were reported in 2020. In 2021, the series was expanded to include “Policy Brief: Empowering WMWs and Businesses – A Business Case for Preventing Violence and Harassment at Work”, and “Policy Brief: The Untapped Power of WMWs in ASEAN: A Business Case for Gender Equality and Empowerment in the Workplace”. See Output 3.1 (to be made available online soon). The four briefs will be compiled as a Toolkit on Gender Equality, Elimination of Violence and Harassment at Work.

⁵⁹ The briefs themselves draw from ILO Conventions No. 189 (domestic work) and No. 190 (violence and harassment), as well as related ASEAN regional frameworks.

gender-responsive frameworks that can guide pandemic response, recovery and reintegration strategies. Based on the discussions, CISCO ⁶⁰ intends to develop a white paper on recommended private sector strategies (and roles) in the post-COVID-19 reskilling and upskilling of OFWs.

“[CISCO] has gained a lot of insight that it feels will be helpful not just for the company, but for many stakeholders that play a role in the betterment of the economy and in expanding access to technology, knowledge and information to support migrant workers.” – Anonymous workshop participant

Through sessions it co-organized at the POEA-ILO Labor Market Study Series 2021–22, SAF educated 93 recruitment agencies and their associations on (a) gender aspects of labour migration and the particular concerns of WMWs; (b) illegal recruitment and human trafficking; and (c) the future of work and the impact of COVID-19 on the labour market. This was the first time that different recruitment agencies in the Philippines were brought together to learn about recruitment requirements and better understand labour market conditions in specific countries of destination by SAF. POEA has expressed interest in making the study sessions a regular series. SAF also engaged in consultations with the Employers Confederation of the Philippines (ECOP) and the Philippine Association of Service Exporters (PASEI) to improve the understanding of employers and recruiters on Convention No. 190; trainings for employers will be conducted in 2022.

Strengthening worker capacity to organize

This is key to ensuring that WMWs' rights at work are respected and protected, and contributes to addressing violence in the workplace. SAF had previously developed a training manual for trade unionists. ⁶¹ In 2021, this manual was translated into regional languages (reported under output 3.1). These translations were used in trade union trainings on organizing WMWs. In **Indonesia**, SAF trained 24 organizers from the Trade Union Confederation, Migrant Worker Association, and Women Crisis Centre to become future trainers to build a pool of national trainers from trade unionist and women agencies who have the required knowledge and skills to roll out and institutionalize the training manual and programme in their gender mainstreaming programmes. The 24 trainers took part in the follow-up training, delivered to women migrant worker organizers and unionists in Indonesia and Malaysia, on gender-based violence, trade union roles, and organizing hard-to-reach groups such as WMWs. This was followed by a coaching clinic for the trainers.

In **the Philippines**, and in destination countries such as **Hong Kong (China)**, **Kuwait**, **Malaysia**, **Singapore** and **Taiwan**, SAF organized a cross-border exchange for 37 trade unions, migrant associations and CSOs who support WMWs (mainly in the domestic work, factory and construction

⁶⁰ CISCO is a telecommunications company. The meeting was organized by CISCO as part of their corporate social responsibility (CSR) efforts. Participants included representatives from the private sector, academia, government agencies and international organizations.

⁶¹ In collaboration with ILO ACTRAV, SAF has prepared *Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN*, reported in 2020.

sectors). Trade unions and CSOs in the **Philippines** improved their understanding of the policies and realities for the live-out accommodation arrangements in countries of destination. Through these exchanges, groups across both countries of origin and destinations also developed advocacy plans to empower trade unions and WMWs in destination countries.

Building capacity among women migrant worker leaders

SAF not only supports WMWs' organizing (see output 1.3), it also builds capacity of **women migrant worker leaders** in the community so that they have the necessary skills to provide better services and information to their peer groups, especially in the context of prevention of violence and trafficking risks.

- Since domestic worker leaders have significant reach within the domestic worker community, especially on social media, HOME, a SAF MRC in **Singapore**, has trained 10 migrant domestic worker leaders about their rights as migrant workers, and increased their capacity to conduct outreach and support activities in migrant communities through trainings and community discussions on legal rights for migrant domestic workers and leading discussions within their communities; on Singapore laws as well as protection provided by government of origins; on the processes to seek recourse through the consulates; on community leadership; and on providing support to other migrant domestic workers in crisis.
- SAF supported the IDWF in building PERTIMIG capacity in **Malaysia** by providing trainings to 20 WMW leaders on advocacy, and 22 leaders on organizing. This training improved PERTIMIG's ability to both recruit new members and organize them.
- Together with SENTRO, and the NAGKAISA Labor Coalition in the **Philippines**, SAF trained:
 - o 41 leaders and representatives from trade unions, migrant associations and domestic workers' groups on the gendered nature of labour migration, the impact of COVID-19 on WMWs, as well as the international and national laws on gender-based violence, and violence against women.
 - o 190 trade unions and migrant groups on Convention No. 190, focusing on support for the ratification process; on the importance of freedom from violence-harassment for workers and migrants; and on how Convention No. 190 and national laws can help in this, and on what needs to be done in order for the Philippines to ratify Convention No. 190. This capacity-building session is part of SAF's broader efforts to get tripartite support for the ratification of Convention No. 190.

Training for frontline service providers

In **Indonesia**, 14 personnel from frontline service providers who assist migrant workers were mentored in paralegal skills and networking with cross-border service providers along the Indonesia–Hong Kong (China), and Indonesia–Singapore migration corridors, to support returnee WMWs who were pursuing compensation from their employers. The mentoring will continue into 2022; of these 14 trainees, 12 are women, and over half are themselves returnee migrant workers. As part of the programme, upon successfully completing their mentorship, the trained service providers will

transfer their knowledge to their organizations to institutionalize learnings and ensure the long-term sustainability of this capacity-building initiative. Through engagement with the community, this intervention also sensitizes communities to workers' rights along the specific migration corridors, while giving these communities access to legal advice and assistance should a returned worker or a family of a worker abroad need help. The training sessions also addressed issues of violence and exploitation.

Educating the media on migrant workers' issues

As part of a series of SAF interventions to encourage more balanced and inclusive reporting, and to encourage the use of non-discriminatory terminology when reporting stories about migrant workers, SAF produced a Media-friendly Glossary on Migration: WMWs and Ending Violence against Women (EVAW) edition (see output 3.1), and organized media trainings. In **Malaysia**, SAF supported the Asia-Pacific Institute for Broadcasting Development (AIBD) to organize a regional media dialogue on Sensitizing Media on Women's Labour Migration. 54 international journalists learned more about public attitudes towards migrant workers, and developed a better understanding of the importance of accurate reporting on labour migration and related violence against women issues.

SAF supported media trainings for 27 journalists in **Indonesia**,⁶² and 23 journalists in **Viet Nam**⁶³ to improve journalists' understanding of the issues and terminology surrounding women's labour migration and related violence against WMWs, as well as to ensure that rights-based references appeared in their reports. Participants published articles following both the Indonesia and Viet Nam trainings, documenting the journeys and experiences of WMWs, including the risks of violence and exploitation they experience. In 2022, SAF will implement a national-level seminar and workshops in Malaysia to build capacity among journalists to report on stories about women's labour migration.

Capacity-building on advocacy for migrant domestic workers

Continuing its collaboration with Ke-Arah 189, SAF supported an advocacy consultation for 33 stakeholders, including 16 CSOs working to protect and promote WMWs' rights in **Malaysia**. In the process of discussing advocacy initiatives to strengthen the legal protection of domestic workers' rights, advocacy experts shared and analysed successful campaign strategies that could be tapped for continued advocacy for domestic workers in the context of COVID-19 pandemic recovery efforts. These knowledge-building discussions identified common advocacy messages for joint follow-up actions among civil society.

Multiplier effect of training for trainers

⁶² The training programme was conducted by ILO in partnership with the AJI, Jakarta, following on from the editors' meeting, a knowledge-building session on ethical journalism in covering the news of labour migration, gender based violence's and WMWs. The participating journalists in both the editors' meeting and the training were from national and local print, online, radio and television media.

⁶³ The training was organized jointly by MOFA and ILO, with SAF involvement and support for the training. The SAF Media-Friendly Glossary on Migration, launched at the training, was used as a training tool.

Building the capacity of stakeholders to enhance their knowledge, shift their attitudes, and improve their responses to WMW needs is important. Since this process involves engaging with many individuals, however, it can be time consuming. Thus, in the **Philippines**, as part of the programme strategy to build long-term sustainability for its initiatives, SAF aimed to create a multiplier effect by training a pool of trainers and facilitators who can educate stakeholders on a rights-based approach to women's labour migration governance. Using the Training Toolbox on Safe and Fair Migration of Women OFWs (see output 3.1), SAF trained 87 returnee migrant workers (75 of them women), local government officials, and representatives of workers' associations to become SAF community peer trainers/facilitators in Luzon, Visayas and Mindanao. The new trainers tested their new skills at a regular training for 97 local stakeholders, especially for women, on SAF migration. The new SAF trainers supported this particular training as co-facilitators. While follow-up training support will be provided, this pool of trainers will multiply SAF efforts to build the capacity of local authorities and other stakeholders to better understand women's labour migration in the Philippines. (See also SAF's trainings with frontline service providers to end violence against WMWs in output 2.4.)

Building the capacity of MRCs to provide gender-responsive services

Labour migration service provision to WMWs and their families lies at the core of SAF strategy (MRC activities are reported under output 1.4). To ensure that MRCs have the institutional capacity to serve WMWs, including provision of emotional support and referral services to those who have experienced violence, SAF is dedicated to improving the capacity of MRCs to provide gender responsive services.

To provide effective support services to WMWs, MRCs must understand the gendered nature of labour migration and the risks of violence and exploitation experienced by WMWs. This is important because MRCs can often provide safe spaces for WMWs to seek assistance and openly discuss their concerns with MRC personnel. To ensure that MRC staff apply a rights-based and gender-sensitive approach to providing services in **Cambodia**, SAF created a series of workshops on gender, documentation and referral mechanisms,⁶⁴ and at the time of this writing 13 MRC coordinators⁶⁵ had developed a more robust understanding of gender norms and its impact on violence against WMWs. Based on the pre- and post-training tests, MRC staff improved their understanding of a survivor-centred approach to service provision, including the need to respect the individual's decisions in all instances. MRC coordinators also learned to question their own attitudes towards gender norms.

For example, agreement to the statements "referrals to health, police or other services should be based on a survivors needs/agreement" increased from 62.5 per cent (pre-training) to 100 per cent (post-training); "women's behaviour contributes to violence" increased from 56.3 per cent to 78.6 per cent. With respect to the proposition "If someone is feeling guilty or blaming themselves about the violence, state that this is a normal reaction, and assure them that it is never the fault of

⁶⁴ The series of five workshops covered gender equality, VAW, rights-based approach to referral mechanisms for victims of violence, data collection and case documentation, and identifying victims of trafficking.

⁶⁵ Aside from the SAF-supported MRCs, three participants were from a ILO Triangle Project-supported MRC.

the survivor”, the response improved from 12.5 per cent pre-training to 30.8 per cent post training. This training series will continue into 2022.

“I like all the sessions and the methodology used in the training. I would like to recommend this training to others, especially to service providers.” – Training participant in Session 2

In **Indonesia**, 63 MRC and LTSA staff in Tulungagung and Blitar districts learned about the country’s legislative framework on labour migration, ERAW and anti-trafficking, also improving their understanding of rights-based, non-discriminatory approaches to the provision of gender-responsive services. This new capacity enhances their effectiveness as frontline service providers to WMWs (also see outputs 2.2 and 2.4).

In **Malaysia**, SAF supported the capacity-building of 19 Tenaganita staff (14 of them women) of a migrant resource centre to provide gender responsive services to WMWs, specifically survivors of trafficking. By engaging with law enforcement representatives from the National Anti-Trafficking in Persons Council and mental health professionals as resource persons, training participants achieved deeper understanding of the multidimensional needs of survivors of trafficking, which resulted in service providers and migrant community organizers being better equipped to provide gender-responsive services to WMW victims of trafficking.

In **Thailand**, SAF, together with IOM, supported the capacity development of 77 officers at the Nonthaburi Welfare Protection Centre for Victims of Trafficking (WPCVOT), and the Surat Thani WPCVOT to improve and implement an “informed trauma care” approach to providing support to trafficked persons. Throughout multiple trainings during 2021, officials received training in designing and providing psychosocial interventions for affected migrants, including needs assessments and referrals. Hands-on experience was provided in practicing counselling skills.

Box 9**Cross-border knowledge-building on service provision in Cambodia and Malaysia**

SAF's MTE (reported above) called on SAF to strengthen its regional dimensions by linking key stakeholders, including service providers, across countries of both origin and destination.⁶⁶ An early opportunity to do so was realized in 2021, when SAF organized a cross-border knowledge exchange for service providers in Cambodia and Malaysia to share knowledge and experiences in providing gender-responsive services and referrals to WMWs across the Malaysia-Cambodia labour migration corridor. The meeting provided a platform for service providers from both countries to identify ways to strengthen cross-border case management, including referrals in cases of WMWs experiencing violence and exploitation. Among the agreed next steps were (a) establishing formal referral channels and focal points to support real-time cross-border case management, (b) increase sharing of information on shelters, hotlines among stakeholders; (c) develop operational guidelines for referrals among different actors. SAF will provide support for these measures in 2022.

On a practical front, MRCs also need on-the-job support to develop the practical tools for conducting their mandate effectively. In 2021, MRC personnel received guidance in how to plan and deliver their services in a cost-effective and time-efficient manner. In **the Philippines**, SAF supported training in work plan and labour migration case management for Negros Occidental MRC staff and its partners (the local government unit, and the OFW Federation), enabling them to draft an annual workplan for the MRC. 102 Tabaco and Negros Occidental MRC staff and partners were also trained on gender-responsive and community-based case management; the SAF framework on gender-responsive MRC services and operations and CLIENTS (counselling, legal assistance, information, education, networking, trade union/migrant association organizing, and skills development services). In **Indonesia**, 22 MRC staff including government frontline service providers in Blitar District developed their capacity in gender-responsive labour migration case management including case data collection, case writing, employment services consultation and psychosocial counselling; they also learned how to analyse sex-disaggregated case data as reference for policy advocacy. SAF trained 28 MRC staff in **Cambodia** on impactful story-writing that brings out the voices of WMWs; over 90 per cent of the participants reported they had acquired new skills.

Since MRC and frontline service providers often impart community-level information and education on safe migration and the gendered risks of violence against WMWs along the migration journey, it is important for them to develop strong facilitation skills so as to encourage active participation when engaging with WMWs and the community. In Blitar and Tulungagung districts of **Indonesia**, 18 MRC field officers and village youth group members developed their capacity in adult learning

⁶⁶ Recommendation #1, Midterm Evaluation of the Safe and Fair Programme: Realizing Women Migrant Workers' Rights and Opportunities in the ASEAN Region (2018–22).

pedagogies, participatory training methodologies, and the organization of WMWs. Such skills improve community engagement and support women workers' organizing.

Cognizant of the fact that COVID-19 has required building the capacity of service providers to provide services and reach WMWs through online platforms, SAF supported 12 coordinators (11 of them women) from PSWS in **Malaysia** in learning how to use online tools and platforms to make virtual events more engaging and interactive. PSWS has used the resultant knowledge to implement online events, including a public event marking International Women's Day. Two PSWS staff were also supported with training from the Malaysian Association of Social Workers and the Ministry of Women, Family and Community Development on how to implement human behavioural theories as a guide to social work practice with individuals and communities. Such needs-based skills training helps MRCs expand their capacity to provide gender-responsive services to both individual and the community of WMWs they serve.

In **Myanmar**, prior to the military takeover in February 2021, SAF had been supporting three government-run MRCs in Aung Lan, Loi Kaw and Hinthada. SAF provided the salary costs of three consultants to build the work of the MRCs. The consultants had been active in organizing orientation sessions in January 2021 with relevant government departments, township and village tract administration committees to help them understand the work of the MRCs, and to identify ways in which MRC services and outreach could be expanded. In January, SAF supported trainings for MRC staff in Chauk, Chin Shwe Haw and Yangon regions to better understand human trafficking, violence against women, and case management and documentation for migration to countries such as Japan and Thailand. CTUM, a SAF implementing partner, also received the training, providing both MRC staff and trade unionists with better information regarding the migration process and ethical recruitment practices to share with WMWs, their families, and the wider community. Since the military takeover, in line with the UN guidelines, SAF programming in Myanmar has been affected (see section "Challenges and mitigation", below, for details).

Providing skills training to WMWs

New livelihood skills can increase the employment options available to WMWs, which in turn improves their ability to access and to participate equally in the labour market, giving them greater control over their own time and economic decision-making. Economic empowerment is a strategy to reduce the risk of violence and harassment for WMWs in the world of work. Details about the technical and vocational skills trainings are reported in output 1.4.

In **Thailand**, WMWs most commonly request Thai-language training. The Raks Thai Foundation, a SAF implementing partner, has continued to provide its Thai language classes to migrant workers but, due to the COVID-19 lockdown situation, with only limited success (see section "Challenges and mitigation", below, for details). To support the community during COVID-19, the Foundation is training migrant worker volunteers to become migrant volunteers on health and interpretation (MVHIs), as reported under output 1.4.

In **Viet Nam**, SAF partnered with the National Institute for Vocational Education and Training (NIVET) to provide training courses on “e-commerce and start up for WMWs”, in Lao Cai Province, where there is a high percentage of women migrating for work overseas (see output 1.4 for information about the participants). After the training, participants continue to receive technical advice and support from NIVET to incubate their e-business options. Successful models will be supported with access to a community-based start-up fund being managed by a local women’s union. The training workshops drew significant attention from local authority representatives, who were very impressed with the SAF initiative.

“The Covid-19 pandemic, together with on-going 4.0 industrialization, requires transformation in business practices that can create opportunities for everyone, even the most vulnerable. With a smart phone and an internet connection can create employment opportunities, while reducing risks of violence and human trafficking among women, especially those who live in areas such as Lao Cai, near international borders.” – Ms Bui Thi Ly, chairperson of the Bac Ha district Women’s Union

In the **Philippines**, SAF continues to support the #WOCDI TVET scholarship programme, a pioneering partnership between SAF, the ILO, TESDA and OWWA. A key feature of the #WOCDI partnership is the specific focus on women OFWs (potential, onsite, and returnee) and their families. The courses are administered through technical and vocational education and training (TVET) schools, which have been approved by TESDA. Details regarding WMWs who have benefited from #WOCDI are reported under output 1.4. In 2022, it is expected that the partnership will be enhanced, and will broaden coverage to other regions of the country. SAF is ensuring that more women have access to skills development opportunities and empowerment, which are important for decent work and escaping situations of violence.

Development of training tools

Under objective 1.2, SAF has developed tools that will provide sustainable capacity and knowledge building on EVAW and gender-sensitive labour migration policies and practice. Some of these have been highlighted in this section, and will be reported, along with other knowledge products, under output 3.1.

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 WMWs, thereby transforming them from passive beneficiaries to active agents of change, represents a key strategy in achieving gender equality and empowerment in both the labour and women’s movements. Effective organizing presupposes that women understand the

imbalanced power relations and structural violence inherent in their own individual (and collective) lived experience of labour migration in low-wage, informal occupations with limited (if any) social protection; identify strategies that will allow them to challenge these power imbalances themselves; and build solidarity with other women workers to vocalize their demands for safe workplaces, fair treatment and equal opportunity.

For SAF, organizing includes both formal unionizing and informal associations or peer networking, depending on the social and legal context for trade union formation and membership for migrant workers in different countries.

Support for women's organizing is important for enhancing safe and fair migration and addressing labour exploitation and gender-based discrimination. In 2021, SAF continued to both strengthen partnerships with and build the capacities of trade unions; workers', migrants', and domestic workers' associations; and community and women's networks.

With SAF support, trade unions and workers' associations in **Indonesia, Malaysia, Myanmar, the Philippines, Thailand and Singapore** received opportunities to organize, support and network (3,395) WMWs. And as a result of SAF's work, six new workers' organizations were formed in 2021: ⁶⁷

- three workers' associations for returnee WMWs in **Indonesia**;
- two trade union-supported local networks for WMWs in **Indonesia**; and
- a workers' group of Indonesian WMWs in **Singapore**.

In addition, SAF supported the establishment of a transnational workers' association for Filipino domestic and care workers in the **Philippines**. ⁶⁸

Support for WMWs organizing

SAF has a long-running partnership with IDWF to develop and strengthen WMWs' groups in across the ASEAN region. In addition to the trainings provided to the leadership of PERTIMIG and AMMPO in **Malaysia** (reported under output 1.2), the capacity of these organizations is also being supported through regular mentoring and strategic planning support to the organizing committee.

PERTIMIG, an Indonesian WMWs group created in 2020 in Malaysia with SAF support, had their founding congress in June 2021, where they elected their leaders, who because of the trainings provided to them are now able to organize online trainings for their fellow workers on labour rights, gender-based violence, and the importance of unionism. They have also been able to conduct online media advocacies and express why organizing and working together is important. They currently have 112 members.

Box 10**Women migrant worker associations in countries of destination****Ikatan Persaudaraan Pekerja Migran Indonesia (IP2MI) Singapore**

IP2MI **Singapore** was initiated in March 2021 by eight Indonesian domestic workers in Singapore and launched as a group in June 2021. To strengthen their capacity, IDWF provides them with weekly and monthly assistance through regular coordination and network-building with other domestic worker groups, government bodies and other stakeholders. The establishment of IP2MI is significant in a country of destination such as Singapore, where migrant workers are not officially allowed to unionize and where domestic workers are not covered under the employment law. IP2MI provides a platform for Indonesian domestic workers to network with other migrant workers – to share information about their rights, and to keep abreast of policy developments that will have an impact on their working and living conditions. With the IDWF support, IP2MI members are also building their leadership skills to organize and advocate with the Government for improving the conditions for WMWs.

Transnational Union of Filipino Domestic and Care Workers

SAF has been supporting the cross-border engagement of trade unions in an effort to secure the protection and promotion of WMWs' rights throughout their migration journey. Together with SENTRO, LEARN and United Domestic Workers of the Philippines (UNITED), SAF has supported the establishment of a new workers' association, the Transnational Union of Filipino Domestic and Care Workers (created in December 2021, to be formally registered in 2022), which links across countries, providing a vital source of support and organizing for migrant workers. Members will continue to receive the same support from the union regardless of their location. The Group is training some domestic workers in various countries including Kuwait, Qatar and the UAE in the Gulf Cooperation Council (GCC), to become organizers and, ultimately, leaders who will help establish chapters of the Transnational Union in different countries. The new association has received the support of IDWF, the Norwegian Confederation of Trade Unions (LO), Building and Wood Workers' International (BWI) and GBV in its creation.

Organizing is an important skill for unions and workers' organizations. In 2021, SAF supported the capacity-building of unions and workers' associations such as PERTIMIG and AMMPO (reported under output 1.2); the training of women migrant worker leaders in **Singapore** and **Malaysia** (captured under output 1.2); training WMWs on organizing; ILO Convention No. 189; sexual harassment; and unionism in **Indonesia**, **Malaysia**, the **Philippines** and **Singapore** (reported under output 1.4).

Skills trainings are also a practical means for workers' unions to extend outreach to both new and existing members. PERTIMIG, for example, reaches out to their WMW network in Malaysia through

weekly online English and sewing classes.⁶⁹ During these interactions, domestic workers also discuss organizing, at the same time building the communication skills and self-confidence to speak up in group settings. Finally, building solidarity among workers is a vital step in organizing. Solidarity allows individual WMWs to use their personal experiences to identify the root structural causes of violence; to connect and support other groups of workers; and to develop a common identity as a specific category of workers (migrant workers, in this case). Using online film exchanges, cultural events and poetry readings, IDWF and its affiliates have been building solidarity among WMWs across **Indonesia, Hong Kong (China), Singapore, and Taiwan (China)**, as reported under output 3.3.

Networking WMWs into unions and workers' associations

In **Indonesia**, through SAF-supported services and knowledge-building activities on safe and fair migration, unionism and solidarity, the Indonesia Trade Union Confederation for All Workers (Konfederasi Serikat Buruh Sejahtera Indonesia or KSBSI) networked 54 returnee WMWs into its local unions in Blitar and Tulungagung where previously such unions for WMWs did not exist. SAF also supported the creation of three village-level⁷⁰ migrant worker associations in Cirebon District with a combined membership of 72 women. Two local networks for 38 WMWs were established in East Lampung.

Through the Savannakhet MRCs in **the Lao People's Democratic Republic**, SAF and LFTU supported the networking of returnee WMWs and their families to share experiences about their migration journeys and employment abroad so as to inform other potential migrant workers about the risks, opportunities and challenges for women's labour migration (reported under output 1.4).

In **Malaysia**, MTUC provides MRC services (see output 1.4), but a core part of its work involves the organizing of migrant workers into trade unions. In 2021, despite multiple lockdowns in Malaysia due to the COVID-19 pandemic, which impeded workers' organizing activities, MTUC was able to identify two factories with significant numbers of WMWs within which to focus its organizing activities. To support their efforts, MTUC's MRC staff now work with a network of leaders in the factories who can speak the migrant workers' languages and assist in advocacy and information dissemination activities.

In the **Philippines**, the Overseas Filipino Workers Negros Occidental Federation welcomed 3,145 WMWs as new members across its twelve member associations.

Cross-border cooperation between unions and migrant worker associations

Cross-border support is essential for migrant populations, and SAF is supporting worker organizations throughout the region to find ways to extend protections to WMWs regardless of geographical location of the union. This is being done in some cases by supporting cross-border union membership (that is, migrant workers can enroll and maintain memberships from abroad, thus availing themselves of

⁶⁹ Results of these interventions will be reported in 2022.

⁷⁰ These WMW associations are the first of their kind in Kedongdong, Wiyong, and Tangkil villages.

the services of their supportive organization), while in other unions are working together to provide referrals and case management.

In **Indonesia**, SBMI coordinated with their civil society and trade union counterparts, the Ministry of Foreign Affairs of Indonesia, and the Indonesian embassies in the following countries of destination – **Iraq, Malaysia, Saudi Arabia and Taiwan (China)** – to provide referral services, organizing support and case management assistance to Indonesian migrant workers abroad. KSBSI coordinated with the Indonesian embassy and a CSO in **Brunei Darussalam** to repatriate an Indonesian woman migrant worker and her family, who received shelter and psychosocial counselling for trauma in Brunei before she returned home.

Due to knowledge gap of service providers in countries of origin on how to handle cases, support repatriation, and provide direct services to victims of trafficking in destination countries, especially in the Middle East and in Iraq, SAF is in the process of developing a directory of service providers in the Middle East (pending publication).

In the **Philippines**, SAF supported cross-border referrals and networking between trade unions in the Philippines (SENTRO and LEARN), with five workers' organizations in **Hong Kong (China), Kuwait, Macau (China), Malaysia and Singapore**, with SENTRO and LEARN conducting advocacy actions and knowledge-sharing among overseas Filipino migrant workers on key legislative developments at home (such as the Senate Bill 1949/DOFIL) and advocating to have their inputs and recommendations included in the draft bills.

In the last quarter of 2021, SAF supported trade unions in the **Philippines** to build knowledge and networks with civil society and trade union counterparts in **Hong Kong (China), Kuwait, Malaysia, Singapore, and Taiwan (China)** through a cross-border exchange on the live-out accommodation arrangements for Philippine WMWs in countries of destination (reported under Output 1.2).

At the international level, SAF facilitated the participation of three trade unions from ASEAN (MTUC from Malaysia, SBMI from Indonesia, and UNITED Philippines) at the annual meeting of the African Trade Union Migration Network (ATUMNET) in December 2021 to discuss strategies for labour migration engagement. The ASEAN trade unions shared their experiences with supporting WMWs in the region with unionists from Africa and participants from the GCC, a region hosting Filipino and Indonesian WMWs (reported under output 3.1).

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.

In 2021 (11,130) **WMWs** (of 21,498 total migrants and family members)⁷¹ were able to access information and support services concerning their labour and human rights; women's empowerment; safe migration; and experiences of labour exploitation, violence, harassment and trafficking in persons.⁷² The programme made these gains through partnerships with government agencies, trade unions and CSOs that operate 26 MRCs in **Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar,**⁷³ the **Philippines, Singapore and Thailand.**

While the scope of MRC services varies depending on the capacity and specialization of partners, interventions typically include the following:⁷⁴

- labour migration case management services, including counselling, legal aid, shelter and referrals to EVAW and other service providers (also see output 2.2 and 2.4 for SAF's support for EVAW and essential service provision);
- disseminating information on labour rights; safe migration; issues of labour exploitation; violence against women and trafficking in persons, including through individual and group sessions; trainings; and outreach and advocacy activities;
- conducting trainings to build the capacity of MRC staff, frontline service providers and duty-bearers in local communities (a) to enhance their understanding of issues of gender equality and women's empowerment; labour migration; violence against women; and trafficking in persons; (b) to support enabling environments for the promotion and protection of the rights of migrant workers; and (c) to deliver services more effectively (see output 1.2);
- conducting trainings to build the capacity of WMWs to serve as community leaders (see output 1.2);⁷⁵
- organizing WMWs and their families into trade unions, migrant associations and/or peer support networks (see output 1.3); and
- conducting trainings to enhance practical skills among WMWs, including the provision of language lessons, and supporting their enrolment into technical vocation and skills training programmes

In 2021 1,719 WMWs (out of 1,824 total migrants) received case management services through MRC operations. Common complaints raised by WMWs and their families included non-payment of wages and other benefits (including social protection entitlements); wage theft; irregular migration; delays in deployment; withholding of identity documents; missing persons and various forms of labour exploitation; violence in the workplace; and human trafficking. To address these

⁷¹ For the purposes of its results framework and reporting requirements, SAF focuses on the information and services provided to WMWs. It would be incorrect to assume, however, that the MRC focus on women is to the exclusion of men migrant workers or male family members and community members. Engagement with men and boys and communities has continued to be an important strategy. Please see the "beneficiaries" section for full details on the numbers of men and boys that the programme has had engagement with.

⁷² 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.

⁷³ Not including the four MRCs which SAF opened with government support and the two run by the trade union partner (the latter are currently suspended).

⁷⁴ 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.

⁷⁵ When WMWs are leaders of an organization, their training numbers are recorded under SAF indicator 1.2.1.

concerns, SAF's MRC partners provided counselling, shelter and medical services; assisted in case resolution and claims compensation through both informal mediation and the filing of cases into formal administrative and legal proceedings; and coordinated with, and referred migrant workers and their families to, relevant authorities and other service providers.

Additionally, women migrant leaders benefited from capacity-building trainings and organizing activities (reported under outputs 1.2 and 1.3, respectively). As part of MRC efforts to provide services and information to WMWs, they provide capacity-building trainings to improve migrant worker understanding of migrant worker labour and human rights; safe migration; how to mitigate risks and report cases of labour exploitation, violence, harassment and TIP; gender equality and women's empowerment; availability of support services in cases of violence (such as hotlines, shelters); and community organizing.

Support services and legal aid provision

As the COVID-19 pandemic and its impact on migrant workers and their families raged on in 2021, SAF and its MRC partners continued the strategies employed to address the specific needs of WMWs, as well as the challenges and limitations faced by duty-bearers and service providers in delivering services. Partners providing labour migration-related counselling and case management services continued to respond to concerns such as questions on the current deployment and repatriation policies and processes; as well as to complaints concerning delayed or cancelled departures; additional migration costs related to COVID-19 requirements; decrease or non-payment of wages; increased salary deductions; and retrenchments. Given the border closures, service providers had to deal with additional complications in conducting cross-border case management and repatriation assistance. Travel constraints, social distancing measures, and limitations on face-to-face trainings, community outreach and information dissemination activities required partners to decrease the number of target participants, use larger venues, and/or move to mobile and online platforms. Collaborations between SAF's main implementing partners and community-based coordinators, organizations and service providers increased to better reach out to WMWs in local communities. SAF continued to support increased shelter spaces as well as the distribution of PPE; ERAW service directories and IEC materials on COVID-19 safety measures; and information about how to access services and updates on relevant processes and programmes.

In **Cambodia**, SAF continues to collaborate with the National Employment Agency (NEA) to operate MRCs in Siem Reap and Kampong Thom, as well as with the Provincial Department of Labour and Vocational Training (PDOLVT) to operate an MRC in Kampong Thom. In 2021, SAF also signed a similar implementation agreement with the PDOLVT in Siem Reap.

Links between the NEA and PDOLVT MRCs are crucial to strengthening women's empowerment and access to justice. In 2021 1,143 WMWs (out of 1,780 total beneficiaries) benefitted from MRC services through NEA and PDOLVT collaborations within their respective provinces.

While the NEA conducts outreach activities, organizes peer support networks and conducts trainings for WMWs and their families; NEA's case management work entails referring clients to appropriate service providers. The PDOLVTs are key frontline agencies that assist migrant workers and their families in resolving disputes; accessing grievance mechanisms; and pursuing claims related to labour violations, exploitation, abuse, violence and human trafficking. The PDOLVTs cooperate with the NEA to collect case information, facilitate referrals and provide follow-up support. The PDOLVTs also complement the NEA's outreach work by disseminating information on safe migration and on private recruitment agencies duly registered with the Government. They also conduct coordination meetings and capacity-building trainings among relevant provincial stakeholders.

SAF has also continued its partnership with the Cambodian Women's Crisis Center (CWCC) to run mobile MRCs in six communities in Phnom Penh and Kandal Province. In 2021, 59 WMWs were able to access services such as individual and group psychosocial counselling, shelter, legal assistance, and referrals to other frontline service providers.

In addition, the Community Based Protection Networks (CBPNs) set up by CWCC have conducted 40 community awareness-raising activities on safe migration for 570 migrant workers (704 of them women) and 35 of their family members.

To support enabling environments that facilitate WMWs access to service and active case intervention by duty bearers, CWCC has also conducted trainings on safe migration, gender equality, violence against women, and trafficking in persons and victim identification to 11 duty bearers (five of them women).

In **Indonesia**, to support the implementation of the LTSA subordinate regulation (see output 1.1),⁷⁶ SAF has established MRCs through multi-stakeholder partnerships with local governments, workers' organizations and VAW service providers. The establishment of these MRCs supports the expansion of LTSA functions with more gender-responsive, non-administrative services that include provision of authoritative and up-to-date information, case management, legal aid and other support services to potential, current and returnee WMWs and their families. Services address labour migration-related concerns, as well as the particular needs of WMWs who experience violence, harassment and/or trafficking.

As mentioned in the previous year's report, the Ministry of Manpower agreed to pilot a collaboration between the government-run LTSAs and SAF-supported MRCs that would be operated by workers organizations and CSOs with experience working on labour migration and gender-based violence. The pilot integration of LTSA MRC services is being implemented in Cirebon District (1), West Java Province and Tulungagung District, East Java Province, where LTSAs already exist (2). The Ministry

⁷⁶ Law 18/2017 calls for LTSAs to facilitate the documentation and placement of migrant workers, which will prove of special benefit to WMWs, as they may not otherwise have access to the same extent of information on migration and other administrative processes as men do. The law and subordinate regulation calls for local governments to establish and maintain mechanisms to implement LTSAs. With technical assistance and advocacy of SAF, the subordinate regulation includes the provision of legal and psychosocial counselling and dissemination of employment-related information in local communities, as well as government cooperation with non-government organizations in providing these services. Details of SAF support in developing subordinate regulations under Law 18/2017 is elaborated under output 1.1, and has also been shared in previous reports.

of Manpower has also agreed to pilot MRCs (3) in East Lampung District, Lampung Province and Blitar District, East Java Province(4), where LTSA have not yet been established and where the MRCs instead collaborate with the local Manpower Office (see also output 1.1).

SAF is collaborating with KSBSI to operate the MRCs in Blitar and Tulungagung districts in East Java in cooperation with the Indonesia Women Coalition/Koalisi Perempuan Indonesia (KPI); and with SBMI to operate the MRCs in Cirebon, West Java, in partnership with the Women's Crisis Center (WCC) Mawar Balqis, as well as in Lampung, East Lampung with Women's Solidarity (Solidaritas Perempuan Sebay Lampung).⁷⁷

During the reporting period, 29 WMWs benefited from the MRCs run by KSBSI and KPI. Another 910 WMWs (out of 1,238 in total) have benefited from the MRCs run by SBMI, WCC and Women's Solidarity. Services included case management, capacity-building trainings, and community outreach activities. In addition, SBMI has begun work on establishing local migrant networks among potential and returnee WMWs – three in Cirebon, and two in East Lampung (see output 1.3).

Furthermore, Betak village in Tulungagung, East Java (which is provided services by a SAF-supported MRC), has also received a Manpower Ministry's award for the best village for migrant workers.

In addition, SAF jointly collaborated with all MRC implementing partners to conduct capacity-building trainings for staff from LTSA and MRC in the target communities (also see output 1.2)

The MRCs also engage the public in local campaigns to raise awareness regarding WMWs contributions, addressing negative perceptions as well as issues of safe migration, VAW and TIP (see output 3.3).

In the Lao People's Democratic Republic, SAF has continued its partnership with the Lao Federation of Trade Unions to operate an MRC in Savannakhet Province. In 2021, SAF and LFTU further collaborated in opening an MRC in Bokeo Province. LFTU MRC services in Savannakhet and Bokeo entail the provision of counselling and case management services, as well as the conduct of outreach and awareness activities. The MRCs also work at building local support networks among potential and returnee WMWs and their families. Additionally, in Vientiane, LFTU has conducted outreach to factories with high numbers of potential migrant workers to disseminate information about formal migration channels and processes, and how to mitigate risks of labour exploitation, violence and harassment at work, and trafficking in persons. In 2021, LFTU conducted outreach services for 215 potential migrant workers and family members (189 of them women).

LFTU has also been conducting public awareness activities that aim at increasing public knowledge of WMWs contributions, addressing negative perceptions, and raising awareness about safe migration, violence against women and trafficking in persons (see output 3.3).

⁷⁷ See also Output 2.3 and 2.4 for SAF's work with women's rights organizations in Indonesia. SAF's support of these organizations builds on synergies of approaches since both MRCs and frontline service providers are doing vital work in providing information and services to women migrant workers, their family members, and the larger community.

In December of 2021, SAF signed implementation agreements with the following organizations:

- MOLSW, to establish an MRC in Bolikhamxay Province. The collaboration with MOLSW entails providing women and men migrant workers and their families with counselling, legal aid and referral services; community outreach and information dissemination activities; and information on employment and enterprise development training opportunities. The partnership also involves conducting regular coordination meetings among local stakeholders, and organizing public campaigns to improve attitudes towards WMWs while increasing awareness of issues related to safe migration and VAW. The implementation with MOLSW is jointly funded by SAF and the EU-funded Ship to Shore Rights Southeast Asia project.
- Village Focus International (VFI), to deliver services (a) in Champasak and Salavan provinces, with a focus on WMWs housed in VFI's shelter in Pakse and in target communities in the two provinces; and (b) to WMWs being repatriated through the Vang Tao, the Lao People's Democratic Republic - Chong Mek, Thailand border in Champasak. The SAF-VFI collaboration also involves engaging and building the capacity of youth volunteers in conducting awareness-raising activities among their school peers, and organizing local campaigns to help improve public attitudes and behaviour towards WMWs, while raising awareness about labour exploitation, VAW and TIP.

In **Malaysia**, SAF has continued its partnership with MTUC to run MRC services in Johor and (on a cost-shared basis with ILO's TRIANGLE in ASEAN programme) in Kuala Lumpur. As of the reporting period, MTUC had provided counselling and case management services to 73 WMWs (out of 83 in total). Additionally, 51 WMWs (out of 52 in total) have benefited from trainings on labour rights, trade union membership, collective bargaining and safe migration. In 2021, due to the continued lockdowns in the country, MTUC disseminated information online by posing on multiple Facebook groups, which were popular among WMWs in Malaysia. The posts distributed information on labour rights and how to access support services, and MTUC estimates it reached more than 1,368,000 WMWs.⁷⁸

SAF has also continued its collaboration with PSWS, which focuses on strengthening Cambodian, Filipino and Indonesian migrant workers' communities; nurturing migrant leaders to organize and support communities (output 1.2); referring cases to appropriate services providers; and disseminating information about labour rights, gender equality, violence, harassment and human trafficking, and about how WMWs can protect themselves and seek redress. Through this partnership, 142 WMWs have improved their knowledge concerning their labour rights, gender equality and access to redress and rights protection when facing labour exploitation, violence and harassment, community leadership and community mobilization. As part of these efforts, a gender-based violence and harassment module was developed by members of AMMPO, an association of WMWs from the Philippines, to be used during monthly post-arrival trainings conducted in collaboration with the Philippine Embassy. The training module introduces to WMWs key concepts of gender-based

⁷⁸ Since these Facebook groups were not owned by MTUC, there are no means to verify the numbers, which is why SAF is not including this online outreach in its results framework.

violence, gender roles, different forms of gender-based violence and how WMWs who experience violence may be able to access services. As part of these post-arrival trainings, five videos covering materials from the training modules were also developed and posted on Facebook.

PSWS has also been conducting dialogues between migrant worker representatives, the Malaysian Government, and relevant embassies – a forum which has expanded the space for WMWs to advocate for their labour rights. As previously reported, PSWS dialogue with the Department of Labour has increased PSWS's ability to support WMWs in the process of filing formal complaints and accessing redress. Dialogues with the Government have also tackled the recent expansion of social protection coverage to migrant domestic workers (MDWs) (particularly with respect to work-related illnesses, injuries, accidents and deaths) where Malaysia's Social Security Organization provided advice on how MDWs can register, what benefits are covered, and how benefits are calculated (see also output 1.1). Meanwhile, PSWS dialogues with labour attachés have provided space for WMWs to discuss the challenges they face during COVID-19, and to advocate for their own rights with the missions of countries of origin. These processes have improved labour attachés' understanding of the need for consular and other forms of support provided by the embassies of countries of origin, at the same time increasing WMWs knowledge of efforts undertaken by embassies to support their nationals in Malaysia.

Four videos, two audio recordings and three IEC materials were produced to support both information dissemination in migrant worker communities and advocacy efforts with the Malaysian Government and the Indonesian Embassy. These resources were translated into Khmer and Bahasa Indonesia, used in events and uploaded to Facebook. The videos presented the rights and experiences of MDWs in Malaysia and key advocacy messages to duty-bearers, as well as general information on COVID-19, including preventing infection and getting vaccinated in Malaysia (knowledge products are reported under output 3.1).

Similarly, SAF has continued its partnership with Tenaganita in delivering MRC services in Kuala Lumpur and Penang. In 2021, Tenaganita assisted 141 WMWs to receive case management and counselling services, legal assistance and temporary shelter. Additionally, 214 WMWs have increased their knowledge about labour and women's rights, VAW, and TIP, while improving their capacity to refer cases to Tenaganita, relevant authorities and other social partners. This was achieved through the conduct of community outreach, dialogues and training activities among WMWs on their rights; labour and immigration laws in Malaysia; workplace conditions and OSH considerations, including issues of workplace violence and harassment; and how to refer cases to Tenaganita and access support services. Tenaganita also works closely with WAO in delivery of services, referrals. WAO is a SAF partner funded by UN Women (see objective 2).

In **Myanmar**, the current political climate led to the temporary suspension of SAF support to the Ministry of Labour, Immigration and Population's Labour Exchange Offices in Aung Lan, Hinthada, Loikaw and Mohnyin. For the same reasons, and despite efforts of CTUM to implement activities in 2021, the implementation agreement signed with CTUM also had to be suspended. Until mid-

2021, SAF was providing MRC services through three independent consultants hired to continue the MRC services in Aung Lan, Loikaw and Hinthada. Meanwhile 1,484 WMWs and their families received vital messages about safe migration and COVID-19 safety information; and five migrant workers received support in case management, mainly in seeking compensation assistance for brokers' fees. The challenges experienced by the consultants and SAF in Myanmar are detailed in section "Challenges and mitigation" (below).

SAF continued to monitor developments on the ground and engage in discussions with operating CSOs working with women and migrant communities. In December 2021, the programme signed an implementation agreement with an NGO to provide case management, psycho-social support and counselling on safe migration, VAW and TIP to WMWs and their families. The collaboration also included building the capacity of duty-bearers and service providers to mainstream gender in policies and services for WMWs. Such support is critical at a time when cases of trafficking and undocumented migration are being reported. (see output 2.3)

In the **Philippines**, SAF forged partnership agreements with the provincial government of Negros Occidental and the Tabaco City government to operate MRCs. Under both implementation agreements, the collaboration with the local governments aims to establish gender-responsive MRCs and to link them with existing local Overseas Filipino Workers helpdesks to provide services with a particular WMWs focus, as well as to reach out to local communities by raising awareness of gender stereotypes while involving men and families in preventing violence against WMWs. In addition, the collaboration will build the capacity of WMWs, community leaders and migrant associations to enable them to respond to issues faced by WMWs, assist in access to services, and actively participate in discussions on local labour migration governance.

During the reporting period, the Negros Occidental MRC was able to provide five WMWs (of eight in total) with case management services. Additionally, duty-bearers and service providers received trainings on labour rights and gender equality; safe migration and reintegration; case management; psycho-social counselling; and issues of labour exploitation, VAW and TIP (reported in output 1.2). The Negro Occidental MRC also conducted outreach among 912 returnee migrant workers, of whom 693 were women.

At the same time, the MRC run by Tabaco City provided 15 WMWs with case management services. Both MRCs also conducted various activities that built the capacity of local labour migration stakeholders (for more details see output 1.2).

SAF is also finalizing negotiations with the Quezon City government to establish another MRC. Along with the delivery of services to migrant workers and their families, the collaboration includes the development of a database management system that contains profiles of MRC clients and a system to monitor the services provided to them. The implementation agreement, it was expected, will be signed in early 2022, and would be jointly supported by SAF and the BRIDGE programme (funded through the GCM Multi-Partner Trust Fund).

In **Singapore**, SAF continues to collaborate with HOME. As of the reporting period, 368 WMWs have benefited from HOME's shelter, counselling, and case management services. Common issues among WMWs include monetary compensation for unpaid salary and unlawful wage deductions; excessive work hours; no rest days; retention of identity documents; harassment; sexual and psychological violence; and poor living and working conditions. HOME addresses these issues by providing WMWs with legal assistance, shelter, treatment through their in-house doctor and medical referrals, as well as coordinating with Ministry of Manpower and the police to get the best possible case outcomes. During the reporting period, 272 WMWs received support through helpdesks and hotlines, and 1,002 were provided with outreach and training services.

Furthermore, women migrant leaders have learned more about their rights, and increased their capacity to conduct outreach and support activities in migrant communities (reported under output 1.2).

In **Thailand**, SAF is also collaborating with SERC to provide MRC services in Songkhla and to provide COVID-19 assistance to migrant workers in the construction sector in Bangkok. In 2021, 14 WMWs (of 31 in total) benefited from assistance in accessing COVID-19 vaccinations and over 690 migrant workers have been supported via the distribution of COVID-19 PPE and survival kits. In addition, 123 WMWs (of 185 in total) have received trainings and learned more about labour rights; gender equality; safe migration and mitigating risks of labour exploitation, violence and harassment in the workplace; and TIP.

When construction campsites were closed off in an effort to contain the spread of COVID-19, migrant workers in the campsites were left unable to earn a livelihood. In addition to providing immediate survival kits (see output 1.4), SAF supported SERC in piloting a vocational skills training programme, while 35 WMWs were trained to make mosquito repellent spray and multi-purpose liquid from locally sourced material.⁷⁹ Through the online trainings, furthermore, WMWs expanded their networks of peers. SAF will continue to provide skills trainings in 2022 through its partners in Thailand.

"I am so proud that I am not only a construction worker, but also a craftsperson who can now produce local products and sell them to support my family... I would like to ask for more activities like this to be extended to more WMWs in my network. I would like them to be empowered like us." – Su Su Htwe, migrant construction worker

Given the challenges posed by the COVID-19 pandemic, SAF expanded its collaboration with Raks Thai Foundation (RTF)⁸⁰ to address urgent needs among migrant workers, as well as expand geographical coverage and revise RTF's strategies to improve migrant workers' access to its services. Under this collaboration, 24 WMWs and family members received language lessons, while 94 WMWs and their families benefitted from outreach and training. In addition, 706 WMWs (of 1,443 in total) were supported by 128 migrant worker volunteers who had been engaged and trained to become

Migrant Volunteers on Health and Interpretation (MVHI), to assist in disseminating COVID-19 related information in their communities, conduct outreach activities, and refer cases to RTF and relevant government agencies. This initiative is being implemented with Thailand's Ministry of Health (MOH), which provides formal certification to those who become MVHIs, while RTF implements the MVHI mechanism that involves the following activities:

- conducting community mapping to identify potential migrant workers, especially those who are already leaders in their communities, to be trained as MVHIs;
- training potential MVHIs in basic knowledge of COVID-19 and issues of migrant worker rights;
- linking participants who complete the training to relevant government agencies for their recognition as MVHIs;
- support for these MVHIs to conduct outreach among their local communities and refer cases of violence, exploitation and abuse to relevant government agencies and RTF.

Lastly, SAF also continued its collaboration with IOM to provide shelter, counselling, and PPE to 32 trafficked women and girls (earlier focusing on Myanmar Muslim trafficked victims) in various centres run by the Ministry of Social Development and Human Security in Bangkok, Chiang Rai, Nonthaburi, Pattani, Phangnga, Ranong, Songkhla and Surat Thani.

Skills development and certification for WMWs and their families

Skills development and certification supports the empowerment of women by enabling them to access decent jobs while reducing their vulnerability to abuse, exploitation and violence. With higher skill levels, WMWs command more negotiating power and a better market position, making them less dependent on brokers and potentially abusive employers.

In the **Philippines**, SAF has partnered with the Technical Education and Skills Development Authority (TESDA) and OWWA to provide scholarships for WMWs and their families who are interested in enrolling in TESDA skills development courses and obtaining TESDA National Training Certificates. The programme has been rolled out in the national capital region and Region 7 (central Visayas). The trainees are either returnees or those still working abroad (in more than 10 countries) and/or their families. The focus is also on assisting WMWs who have been adversely affected by the COVID-19 pandemic, such as those whose deployments have been delayed, and those who have been repatriated. After completing their course, graduates are provided with information and/or are referred to the services of relevant government agencies, CSOs and select private sector companies for assistance in their search for livelihood opportunities.

Under this collaboration, 538 WMWs have graduated from TESDA courses. With the success of this intervention, SAF has received requests from its partners to expand the coverage in 2022 to include WMWs and their families in Regions 5 and 6. TESDA has also requested that SAF provide technical assistance so they can go beyond tracking the number of those who complete the courses to monitor short- and medium-term employment outcomes among the graduates.

In **Viet Nam**, SAF collaborated with NIVET to organize two training courses on e-commerce start-up businesses in Lao Cai Province, from whence a large number of women migrate for work overseas. A total of 70 WMWs attended. They learned about the legal frameworks and practical tools for establishing and marketing e-commerce start-ups. They also learned and exchanged knowledge and first-hand experiences about how to set up and run a small-scale business on different digital platforms, as well as how to protect themselves in cyberspace. Since the training, participants have continued to receive technical advice and support from NIVET on how to incubate their e-business. Support will also be available for successful e-commerce models in accessing community-based start-up funds managed by the local women's union.

Specific Objective 2

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

During the reporting period, more countries in the ASEAN region adopted laws, policies, national strategies and plans in line with international standards on the prevention of and response to violence against women, including WMWs, through technical support from SAF (see output 2.1). Additionally, SAF also strategically contributed to shaping the regional agenda on EVAW for the next 5 years, through the support to the mid-term review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women (see box 2) and the identification of concrete recommendations translated into a regional workplan for ACWC in 2021-2025.

In terms of services, SAF continued to prioritize timely, coordinated and quality responses to the emerging needs of WMWs survivors of violence. Frontline service providers strengthened their skills in assisting survivors of violence and ensuring that they would receive better services in future (see output 2.4). To this end, services were connected through national and local SOPs with referral pathways across essential service sectors (see output 2.2). WMWs and their families were also better informed about the services available, in case they experienced violence at any stage of the migration journey (see output 2.3).

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.

Following the recommendations from SAF's MTE, the programme updated the indicators for its results framework under output 2.1, with the aim of monitoring and capturing programme contributions more accurately and ensuring consistency across objectives. The revision was done in consultation with Spotlight Initiative, and approved by the Project Steering Committee. From 2021 onwards, SAF's output indicators under output 2.1 are the following:

Table 3: Update to SAF results indicators

Indicator	Statement
Output indicator 2.1	2.1.1 (a) Number of laws and policies adopted or amended with UN Women inputs on rights-based and survivor-centred approaches.
	2.1.1 (b) Number of laws and policies on EVAW provided with technical support/ inputs by UN Women ensuring integration of rights-based and survivor-centred approaches

During the reporting period, SAF contributed towards strengthening (5) laws or policies related to VAW, and (3) national and regional action plans that were adopted in the Lao People's Democratic Republic, Malaysia, and at the ASEAN (ACWC) level.

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

Laws and policy reform (5):

1. Ordinance Providing for Coordinated Quality Services for Overseas Filipino Workers (OFWs) of Cebu City, Providing Funds Therefor and for Other Purposes, **Philippines (adopted)**
2. Gender Responsive and Inclusive Pandemic Management Act of 2021, **Philippines (in draft)**
3. Expanded Anti-Trafficking Act of 2021, **Philippines (in draft)**
4. Domestic Violence Laws (Victims of Domestic Violence Protection Act, B.E. 2550 (original law); Family Development and Promotion Act, B.E. 2562 (new law); Chapter 15 of the "Juvenile and Family Court Procedure Act, B.E. 2553"), **Thailand (in draft)**
5. Vietnamese Law on Domestic Violence Prevention and Control of 2007, **Viet Nam (in draft)**

National Strategies and Action Plans (3):

1. The Second National Plan of Action on Preventing and Elimination of Violence against Women and Violence against Children (2021–25) (NPAVAWVAC), the **Lao People's Democratic Republic (adopted)**
2. National Action Plan on Anti-Trafficking in Persons (2021–25), **Malaysia, (adopted)**
3. ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) Work Plan 2021–25, ⁸¹ **ASEAN region (adopted)**

⁸¹ While not a legal document per se, the ACWC Work Plan 2021–25 is a key regional strategic document outlining the commitments made by ASEAN Member States to protect and promote the rights of women and children in the region. ACWC representatives have to report on their progress at the ASEAN-level meetings, and are thus held accountable for the initiatives they have committed to.

SAF has also started contributing to the following policies (to be reported in 2022):

- National Action Plan for the Prevention and Response to Trafficking in Persons (2020–24), **Indonesia**
- Standard Operating Procedures for Referral Mechanism at the Embassies – DFA, **Philippines**
- Thailand National Standard Operating Procedures (SOP) on Violence Against Women, **Thailand**
- Standard Operating Procedures for Supporting Overseas Vietnamese Women Victims of Violence, Abuse, Sexual Harassment and Trafficking in Persons, Ministry of Foreign Affairs, **Viet Nam**
- Standard Operating Procedures for Frontline Justice Officials on Providing Coordinated Services for Survivors of Violence and Human Trafficking, Ministry of Justice, **Viet Nam**

SAF also provided inputs from the perspective of VAW to the following:

- Act Creating the Department of Migrant Workers (Republic Act No. 11641), **Philippines** (adopted), see output 1.1

Law and policies reform ⁸²

While the continued COVID-19 pandemic created slowdowns in legislative reform, it also exacerbated risks of violence against women and drew attention on the importance of having nation-wide and local support systems in response to VAW formalized through laws, NAPs and SOPs. It was crucial that COVID-19 response plans integrated EVAW essential service provision, and that services remained available during crises, responding to the needs of all women, including those from marginalized groups. Women migrant workers are often at risk of violence due to their gender, age, migratory status and this risk has been further exacerbated by the COVID-19 pandemic.

In the **Philippines**, with technical support from SAF, the **Ordinance Providing for Coordinated Quality Services for Overseas Filipino Workers (OFWs) of Cebu City, Providing Funds Therefor and for Other Purposes** was adopted (1). The local Ordinance institutionalizes the roles of government agencies that provide services and assistance for OFWs, including those experiencing violence, such as the DFA and DOLE, with such attached agencies as the POEA and the OWWA. The technical support from SAF contributed to formalizing the establishment of the OFW helpdesks to facilitate the coordination of services and referral of cases among VAW and migration service providers. In the implementation of the Ordinance, SAF is engaging with the local government to establish its

⁸² Per Indicator 1.1.1: Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination, and are in line with international human rights standards. For Spotlight indicator 1.1.1 reporting, SAF includes 26 laws and policies: 21 in total from SAF indicator 1.1.1 (14 of which were adopted); one adopted law reported in SAF 2.1.1; and four additional laws given technical input and not yet adopted under SAF 2.1.1 work.

information system, where administrative VAW data can be disaggregated according to migration status and to create referral mechanisms linking VAW, migration and trafficking stakeholders at the local level.

Through SAF advocacy across objectives and technical advice (through technical briefs), the “Department of Migrant Workers’ Act” (Republic Act No. 11641) has gender focal officers who further play a role in provision of VAW services. All migrant welfare offices and migrant resource centres abroad are asked to appoint gender/ EVAW focal officers to support and protect the rights of women OFWs. Regular training on gender-sensitivity and on ending VAW, as well as gender audits, shall be conducted in the foreign service posts. Survivor-centred service provision can be incorporated in these training courses to ensure survivors are assisted with quality services (see output 1.1).

In the **Philippines**, with SAF’s technical support, all the female senators ⁸³ came together to develop the legislative proposal **Gender-Responsive and Inclusive Pandemic Management Act of 2021** (1). This initiative recognized the importance of gender-sensitive and migratory-inclusive COVID-19 responses. Through the draft legislation, the Philippines continues its efforts to meet its obligations under the international treaties and Conventions it has ratified, especially CEDAW in relation to elimination of violence against women. Once the draft Act is adopted, VAW-related laws are expected to be fully enforced, including during crises as pandemics. This initiative benefitted from UN Women’s technical expertise at regional and global levels. (see also annex D, “Innovative, good or promising practices”).

Unexpected result. The draft Act originally focused on addressing violence against women and WMWs. However, it now also integrates the needs of other marginalized groups such as persons living with HIV/AIDS; women who are refugees; asylum seekers; the stateless; and rural and indigenous women. SAF and UN Women were able to mobilize the interest of other UN agencies in this regard, highlighting the strategic value of the Act. Inputs were provided through technical collaboration with the Joint UN Programme on HIV/AIDS (UNAIDS), the United Nations High Commissioner for Refugees (UNHCR) and the Food and Agricultural Organization of the United Nations (FAO).

With technical support from SAF, the draft **Expanded Anti-Trafficking Act of 2021** (1) of the **Philippines** adapted gender-responsive and survivor-centred approaches to better protect survivors of TIP, regardless of their legal status in the country of destination. The draft Act, an amendment of the Anti-Trafficking in Persons Act, emphasizes the Government’s role in ensuring the recovery, rehabilitation and reintegration of TIP survivors through gender, age, and culturally responsive support services. The draft Act recognizes the vulnerability of survivors of sexual exploitation, defining it as “any actual or attempted abuse using a position of vulnerability, differential power or trust for sexual purposes including but not limited to profiting monetarily, socially or politically

⁸³ As of 2021, there were seven female senators out of a total of twenty-four. It should be noted that even through the proposal is called Act its not yet an adopted law.

from the sexual exploitation of another, regardless of consent”, which is an expanded definition to protect women forced to agree against their will.

In **Thailand** and **Viet Nam**, laws on domestic violence are under review (2), seeking to make them more survivor-centred while addressing the needs of WMWs who have experienced domestic violence at different stages of the migration cycle. SAF and UN Women supported legal reviews conducted through a partnership at the regional level with Global Rights for Women to provide quality legal advisory services to countries. Within this amendment framework, and upon request from the Government of Thailand, SAF conducted a comparative analysis of national laws related to domestic violence, including the Victims of Domestic Violence Protection Act, B.E. 2550 (original law); Family Development and Promotion Act, B.E. 2562 (new law); and Chapter 15 of the Juvenile and Family Court Procedure Act, B.E. 2553.

As part of this review process, and with the aim of reflecting the voices of survivors in the draft law, SAF organized FGDs with Thai and Myanmar migrant women to discuss the challenges experienced by survivors of violence in accessing essential services. The review recommended the drafting of an updated domestic violence law that incorporates international human rights standards for survivor safety and perpetrator accountability for violence, and that centralizes the needs and experiences of survivors in Thailand. It highlighted the importance of having the legal provisions and protections apply without discrimination according to citizenship or migration status. In October 2021, the initial findings and recommendations were shared with the Department of Women's Affairs and Family Development, Ministry of Social Development and Human Security, for their consideration to review the domestic violence law. The findings and recommendations also featured in public advocacy in December 2021 for a quality coordinated policy response to violence against women that leaves no women migrant worker behind.

Similarly in **Viet Nam**, the Vietnamese Law on Domestic Violence Prevention and Control of 2007 was under amendment. The aim was to make the law more survivor centred and gender responsive. SAF presented a policy brief that looked at the Law itself and the impact that the law could have on Vietnamese WMWs. The policy brief also presented recommendations to align the Law with international human rights law and standards. The brief recommended stronger protection measures, focusing on both survivor safety, and offender accountability; protecting WMWs, including internal migrants, by ensuring access to legal representation; and assistance with reporting violence, even if victims no longer live in the area where the violence took place. A government report on the implementation of the Law also found these gaps in practice, and it was decided that the brief presented by SAF should be used as an entry point to build advocacy messages throughout the amendment process, especially on the application of a survivor-centred approach and the establishment of effective coordination mechanisms and free access to legal services.

Adoption of national strategies and action plans ⁸⁴

NAPs and strategies

Two new National Action Plans, one on violence against women and one on TIP, were adopted with SAF's support during the reporting period, in the **Lao People's Democratic Republic** and **Malaysia** (2). One ASEAN-wide regional workplan on ending violence against women and children (1), was also adopted as a result of inputs gathered through the SAF-supported mid-term review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women and Girls (2016–25).

At the **regional** level, ASEAN Member States agreed to accelerate efforts to address violence against women, including WMWs, based on the recommendations and findings from the [mid-term review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women](#) (link for a [summary video](#)). The review was conducted by the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) and the ASEAN Committee on Women (ACW), supported by UN Women and SAF in coordination with the ASEAN Secretariat. The mid-term review aimed at measuring ASEAN countries' progress on the implementation of the Regional Plan of Action on EVAW and making recommendations on how to accelerate it. The report included a focus on measures taken by Member States to address violence against WMWs, as one of the most marginalized groups in the region (see box 2). The report was launched through a virtual launch event, in commemoration of the 16 Days of Activism against Gender-based Violence ([press release](#)) (see output 3.3).

As a result of the mid-term review process, the members of ACW/ACWC agreed to develop an ASEAN regional guideline on the development of national SOPs for a coordinated response to address violence against women, including marginalized women, and to implement Phase Two of the ASEAN Regional Campaign on Ending Gender-based Workplace Exploitation. ⁸⁵ These activities are reflected in the ACWC Workplan (2021–25) endorsed by its members, and will be supported by SAF.

[“Through our partnership at the ASEAN level, we learn from one another and identify policy areas that need to be addressed collectively. This is where the mid-term review of the ASEAN RPA on EVAW comes in: to aid in our policy thinking and action in the coming years.”](#) – H.E. Ekkaphab Phanthavong, Deputy Secretary-General of ASEAN for ASEAN Socio-Cultural Community

⁸⁴ 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 three final NAPs related to SAF indicator 2.1.2, and also one draft NAP that is not reported in SAF's results framework (output 2.1.2). Thus, to Spotlight indicator 1.2.1, SAF reports three adopted and one draft NAP (see SAF 2.1).

⁸⁵ Phase 1 of the same campaign was supported by SAF in 2019–20.

In **Indonesia**, the **draft National Action Plan for the Prevention and Response to Trafficking in Persons 2020–24**⁸⁶ was strengthened, with technical support from SAF, to take into account the increased risk of TIP during the COVID-19 pandemic (see also output 1.1). The SAF inputs suggested aligning NAPTIP with the protection of WMWs during COVID-19, and the Protocol for Handling GBV WMWs and Trafficking during COVID-19 ("COVID-19 GBV Protocol), developed by the Ministry of Women's Empowerment and Child Protection (MOWECP) in 2020 with support from SAF. SAF had recommended the inclusion of survivor-centred approach in quality coordinated services. The draft NAPTIP is currently being reviewed by the Government.

In the **Lao People's Democratic Republic**, the **Second National Plan of Action on Preventing and Elimination of Violence against Women and Violence against Children (2021–25)** (NPAVAWVAC) was officially adopted (1) by the Laotian Government in August 2021. Based on the achievements in implementing the first NPAWAVAC (2014–20), the new NPAVAWVAC was further strengthened to promote gender equality with prevention, response and coordination for the main core areas to prevent and eliminate VAWVAC. The needs of WMWs were included under the umbrella term of "all women" to be more inclusive and comprehensive. Under UNFPA leadership and coordination, SAF provided technical support focused on ensuring the integration of gender-sensitive and survivor-centred approaches in the NPAWAVAC, and raised the emerging needs of WMWs. The technical support by SAF was based on the [Guidance Note to Develop Migrant-Sensitive National Action Plans on Violence against Women](#), which builds on lessons learned from the elaboration of the 3rd NAPVAW in Cambodia (adopted in 2020) .

In **Malaysia**, the Government reaffirmed its commitments to combat TIP through the **third National Action Plan on Anti-Trafficking in Persons (NAPTIP 2021–25)** (1), adopted in March 2021. The third NAPTIP was developed with technical support from SAF in collaboration with UNODC (see also output 1.1). It provides a strategic framework for the Government to respond to TIP, ensuring policy directions are more gender-responsive. Through SAF intervention, the NAPTIP, in comparison with its previous iterations, can be more gender-sensitive in its language and its planned approach to anti-trafficking. The NAPTIP specifically addresses the risks factors among WMWs, especially those who migrate through irregular channels, and includes a specific objective regarding protection through legal remedies and provision of services to survivors, including increased legal prosecution of TIP. Within this framework, SAF supported the initiation of its implementation through a national dialogue, Best Practices on Protection and Assistance for Victims of Trafficking in Persons, organized in November. The dialogue provided a platform for service providers and relevant stakeholders working with TIP to share their experiences and approaches in providing care and protection services to TIP survivors.

⁸⁶ NAPTIP's timeline extends between 2020 and 2024, but the adoption has been delayed due to COVID-19.

“Only through collaborative efforts to align and coordinate responses to anti-trafficking initiatives can result in developing standard operating procedures for enforcement and prosecution.” –

Pn Ajanis Anak Ba-I, Assistant Secretary Women and Gender Policy Unit. Policy and Strategy Planning Division. Ministry of Women, Family and Community Development, Malaysia

National SOPs

During the reporting period, SAF supported government partners in the **Philippines**, **Thailand** and **Viet Nam** in leading the development processes of three national-level SOPs to address violence against women, including WMWs. In the **Philippines**, the DFA is developing SOPs for referral mechanisms among their embassies. The SOPs are expected to be guiding documents for foreign service officials in embassies to support Filipino migrants abroad. The development of the SOPs is a result of SAF trainings organized, in partnership with DFA, for foreign service officials, advocating for survivor-centred and gender-responsive protocols in response to VAW. In terms of referrals and provision of services, embassies are key entry points for WMWs who seek support while abroad (see also SAF's work with consular officials in output 1.2). In **Thailand**, the draft national SOPs are multi-sectoral, and establish coordination mechanisms among health, police, social and justice actors. The SOPs, which are expected to be adopted in 2022, will be led by the Ministry of Social Development and Human Security, and are to be used as guidelines for all provinces in Thailand, aiming to ensure that quality coordinated service provision is offered by all sectors to address the particular needs of all women, including WMWs.

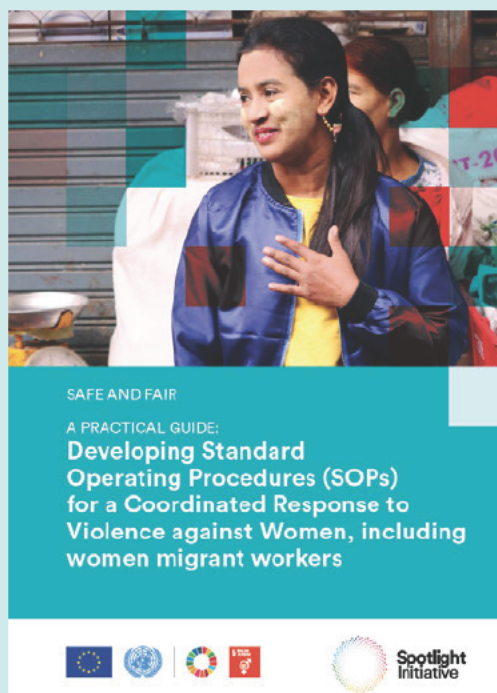
In **Viet Nam**, the Ministry of Foreign Affairs, with technical inputs from SAF and UNODC, is fine-tuning the final draft of the Standard Operating Procedures for Supporting Overseas Vietnamese Women Victims of Violence, Abuse, Sexual Harassment and Trafficking in Persons (MOFA SOPs). The SOPs are designed to equip Vietnamese foreign service officials abroad with a tool to enhance support provided to cases of GBV and TIP at all stages of the migration cycle. The SOPs, which are expected to be adopted in early 2022, systemize and officialize the key principles for responding to survivors of violence. The SOP will be included in the SAF trainings conducted twice a year, as requested by MOFA, for newly appointed foreign service officials prior to departure to their duty stations. In addition, the Ministry of Justice in Viet Nam is developing SOPs for frontline justice officials to guide their work on providing legal support for survivors of violence and making referrals to other essential service actors. A draft SOP was developed, and is being circulated for feedback from justice actors.

A Practical Guide: Developing Standard Operating Procedures (SOPs) for a Coordinated Response to Violence against Women, including WMWs (reported under 3.1)

These step-by-step guidelines aim to (a) improve the sustainability of SAF technical support in the development of a variety of national and local SOPs across the region; (b) enhance knowledge sharing on how to develop SOPs that respond effectively to VAW, including violence against WMWs. A Practical Guide was produced by the SAF programme, leveraging on UN Women's global and regional leadership role on the implementation of the Essential Services Package and on strengthening coordination mechanisms. The guide was launched in a virtual event where partners from Indonesia, the Philippines, Thailand and Viet Nam shared experiences and lessons learned.

The SOPs are formal documents that outline specific procedures and agreements between the different stakeholders participating in a coordinated response to VAW. These SOPs must address all women, including WMWs. Because of the multi-faceted nature of VAW and the specific challenges and needs of WMWs, coordinated approaches to addressing violence against WMWs are considered more effective than the work of various actors undertaken in isolation. To be most effective, coordinated approaches to VAW, including WMWs, require clearly defined SOPs in line with global guidance on quality coordinated responses. SOPs should also be drafted in line with international standards and approaches on labour migration, including International Labour Standards and the [UN Convention on the Rights of All Migrant Workers and Members of their Family](#) (CRMW), 1990.

SAF developed the [Practical Guide: Developing Standard Operating Procedures \(SOPs\) for a Coordinated Response to Violence against Women, including women migrant workers](#) as an essential tool for ensuring a coordinated response to VAW, including WMWs. The development of the SOPs guidance is the outcome of in-depth cooperation and consultation with partners across countries in ASEAN, in particular with Cambodia, Indonesia, the Philippines, Thailand and Viet Nam. This SOP guidance, designed for service providers, is based on service providers' experiences and lessons learned. To remain effective, it is meant to be an evolving resource and must be updated regularly to ensure the referral pathways continue to function in a manner relevant to the prevailing context and situation among women, including WMWs, who are subject to violence. This is especially true during times of crisis, for example during pandemics such as COVID-19. In such times the SOPs must be reviewed to ensure services remain appropriately operational.



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 supported enhancing the capacities of CSOs and government service providers on EVAW data collection and coordination systems – for this reporting period, SAF supported the development of **(11) information systems** and **(7) referral mechanisms** at the local level. The skills of CSOs and government service providers were enhanced to improve their information and coordination systems based on international guidance and on tools developed by UN Women. Those tools include the “Practical Guide: Developing Standard Operating Procedures (SOPs) for a Coordinated Response to Violence against Women, including women migrant workers” developed by SAF, incorporating a minimum data set to be implemented in data collection, a sample in-take form to record cases of violence against WMWs (VAWMW) and a standard referral pathway to formalize the EVAW coordination mechanisms

Information system strengthening

In **Indonesia**, administrative data on cases of violence against women, including WMWs, is now better collected by CSOs, through standardized in-take forms. As a result of SAF’s advocacy and technical advice (6) partner CSOs who are supporting survivors of violence including WMWs – Mawar Balqis, Kabarbumi, Koalisi Perempuan Indonesia (KPI), Perkumpulan DAMAR, Yayasan SAPA, Yayasan Embun Pelangi⁸⁷ – agreed to use a standardized intake form that not only enables case workers to understand cases of violence better, with the aim of providing tailored services to survivors, but it also records violence that was experienced while abroad or once back to the country of origin. In 2021, 280 cases of violence against women migrants were recorded in the information systems of the six organizations (reported under output 2.4).

In **Malaysia**, the Women’s Aid Organization (WAO) data collection and analysis system (1) was enhanced, with support from SAF, so as to better capture and disaggregate information on cases of violence of survivors who access services. The calls and messages coming to the hotline number and TINA, the WhatsApp channel, are now disaggregated by type of violence (for example, domestic violence, non-domestic violence, abuse, sexual harassment, rape, gender discrimination in the workplace, ICT-based harassment) and the characteristics of the caller (Malaysian, refugee and migrants). Before the SAF support, WAO was able to tabulate only the total number of calls and messages coming in, without detailed disaggregation. In 2021, WAO recorded 1,146 cases of women migrants who sought support from WAO (reported under output 2.4).

In **Thailand**, a standardized case record form was developed at the community level, and was integrated with the local SOPs developed in three provinces: Bangkok, Chiang Mai and Mae Sot (see also output 2.2 “Referral mechanisms”), In those provinces, administrative data relating to

⁸⁷ See also output 1.4 for SAF’s work with Mawar Balqis.

violence against women including WMWs is now collected through a standardized intake form used by all organizations as part of the coordination mechanism. During the reporting period, 52 cases of WMWs were reported in the data systems. During the reporting period, (1) organizational-level information system of the Mae Sot Hospital was also strengthened. In partnership with Rights Beyond Borders (RBB), SAF supported the Mae Sot hospital and in particular its new EAW hotline to adopt the intake form for COVID-19 and psychosocial assessment. In 2021, 285 women migrants received assistance through the hotline and their cases recorded via the in-take form.

Referral mechanisms

During the reporting period, local-level referral mechanisms were established through SOPs or MoUs in **Indonesia** and **Thailand** to formalize coordinated service provision in response to VAW, including WMWs (see also output 1.4 for labour migration-related services to WMWs). The referral mechanisms institutionalize the national- and local-level service directories developed by SAF in 2020⁸⁸ as formal referral pathways clarifying the roles and responsibilities of the different essential service providers.

In **Indonesia**, in Lampung and East Java, essential service providers agreed on the key principles and procedures in handling VAW cases, including returnee WMWs, by establishing (2) local referral mechanisms with SOPs to clarify the roles and responsibilities of each actor. The SOPs, developed with SAF support, clarify how the service providers in health, justice and social sectors should assist survivors in a survivor-centred manner by prioritizing their rights, needs and desires, always with the safety and privacy of survivors as the highest priority. The SOPs included procedures to support returnee women who had repatriated during the COVID-19 pandemic. These local SOPs were developed based on the Guidance on the Protection of WMWs during COVID-19 and the Protocol for Handling GBV against WMWs and trafficking during COVID-19 guidelines, developed by the Ministry of Women Empowerment and Child Protection with technical support from SAF in 2020, and the National Service Directory for Indonesian WMWs, also developed in 2020. The SOPs were developed through a collaborative and consultative process; a coordinated response through workshops involving all partners and relevant actors (see output 2.4).

In Batam, **Indonesia**, (1) MoU was signed between Santa Elisabeth Batam (Rumah Sakit Santa Elisabeth Batam) and Migrant Care NGO Network (Jaringan LSM Peduli Migran) to formalize referrals between the Network and the hospital to coordinate responses to VAW and trafficking in persons, including WMWs. As a result of the MoU, WMWs, where they have been subject to violence and/or trafficking, will be able to access health services from the hospital without charge. An SOP, with technical support from SAF, was drafted and presented for review to the relevant parties to promote the integration of gender-responsive and survivor-centred approaches (see output 2.4 for the services provided to women migrants).

⁸⁸ While the service directories were reported as knowledge products in SAF's 2020 Annual report, the referral mechanisms were not reported in 2020.

In addition, a Protocol (Module) for Handling and Assisting Cases of Indonesian Migrant Workers (Modul Penanganan dan Pendampingan Kasus Pekerja Migran Indonesia) was developed by Keluarga Besar Buruh Migran Indonesia (Kabarbumi), a CSO network providing services, with technical support from SAF, to victims of trafficking and survivors of violence across **Indonesia**. The module is built on the national protocol, developed by MOWECP in 2020, for handling cases of GBV and human trafficking of Indonesian WMWs during COVID-19. It establishes standards and principles for the application of a survivor-centred approach and gender-sensitive service provision among frontline workers, and includes a referral pathway specifying the roles and responsibilities of all actors. The protocol was endorsed by the Labor Department and Women and Child Protection Department of Cilacap District before being disseminated to the CSO's networks to support returnee WMWs across the country.

In **Thailand**, in Bangkok and Chiang Mai, WMWs have access to quality coordinated services through (2) cross-sectoral local referral mechanisms, established during the reporting period. These two provinces are characterized by a large population of migrant workers from Myanmar. 11 agencies in each province, ranging from government organizations to CSOs, developed the SOPs to ensure that the coordinated essential services were available for WMWs who had experienced violence in Bangkok and Chiang Mai (see also output 1.4 for services offered to Myanmar women migrants in Bangkok). The SOPs were guided by direct experiences of WMWs. During the SOP development process, three FGDs were organized with WMWs who were survivors of violence, and who shared their challenges and real-life experiences in accessing services. This contributed to developing more survivor-centred and gender-sensitive SOPs. SAF steered this development process with the [guidance note](#) on how to develop SOPs. A similar province-wide initiative, to be completed in 2022, is being finalized in Mae Sot.

Furthermore, in Mae Sot, Thailand, a new psychosocial hotline jointly operated by Mae Sot Hospital and a CSO Rights Beyond Borders set up (1) a referral system to respond to VAW, especially during the COVID-19 pandemic. The hotline is operated with support from SAF and based on a protocol that was developed by Mae Sot Hospital and RBB to ensure that services delivered by providers are survivor-centred. (See also output 2.4 for the services provided to women migrants).

“The relaxation of immigration status for women migrant workers is important to have [their] every right respected ... Once the immigration law or domestic violence law waive the [restrictive] immigration requirements for women migrant surviving violence, they will be able to access all other essential services, such as legal protection, safe shelters, health, social, justice services, and compensation.” – a WMW representative during a FGD on the domestic violence laws in Thailand

Output 2.3

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

Community-based violence and trafficking prevention activities, including information dissemination to women migrants⁸⁹

The prolonged COVID-19 pandemic made face-to-face engagement with potential and returnee WMWs at the community level challenging for CSOs and CBOs, especially where women had been experiencing violence. In response to this, throughout the year, SAF supported the online engagement of community-based – and women-led – organizations/networks with the aim of preventing and responding to violence against WMWs and trafficking during the pandemic.

Networks have been able to organize activities and provide information to WMWs and their families; **(59,796)** users participated in activities to prevent violence against women and trafficking in persons. In addition, women's networks and CSOs reached out to **(19,428)** women migrants (from a total of 21,774) with information materials on safe migration, violence against women and services available for WMWs.

Unexpected result. As SAF shifted engagement from face-to-face community-based activities to online engagement, users of community-based and women-led networks active in preventing VAW and trafficking increased far more in number than expected. The previous information-sharing activities were largely one-directional, with limited ability to follow up with assessments of whether the receivers took action after receiving the information. With online engagement, on the other hand, providers can monitor both user reception of information and any subsequent actions after being exposed to the information (for example by accessing the website, downloading the application, or joining the group).

As engagement was organized online, however, precise sex-disaggregation of the users remains a challenge that platforms such as mobile applications still need to address.

In **Cambodia** 50,878 users were engaged, with technical support from SAF, through the Child Helpline Cambodia hotline's interactive voice response (IVR). Through the IVR the callers learned about safe migration, violence against women and services available in both destination countries and Cambodia. The IVR was developed with contributions from the peer networks, and has been introduced to the members of peer networks and community-based organizations as a tool for self-learning.

⁸⁹ SAF indicators 2.3.2 and 2.4.1 are per 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.

The IVR was developed to provide an alternative channel for users to access essential information on VAW, especially for those who might not want to engage with councilors directly due to privacy concerns. With the IVR in place, the callers can decide if they want to know more about the topics and whether they prefer to receive services by speaking directly with the helpline operators. Technical support from SAF ensures that information provided through the IVR is accurate and expressed in a way that is sensitive to callers, including WMWs and victims of trafficking who might have experienced VAW.

Current and potential WMWs in **Cambodia** can also pursue self-learning on safe migration, VAW and available services through the “**My Journey**” mobile application that was developed during the reporting period. The app was developed by Child Helpline Cambodia, in Khmer, with support from SAF and technical inputs from UNODC. During its development process, the members of community networks and women-led organizations provided feedback to make the app more user-friendly and to have it better reflect the needs of potential and current WMWs. Between its launch in December of 2021 and 28 January 2022, the tool was downloaded by more than 100 users. The application includes a step-by-step mechanism that illustrates the different stages of the labour migration process, identifying what is required of the individual migrant at each stage. The application also includes practical information on services available to WMW survivors of violence, both in countries of destination and in Cambodia. The application is designed to increase the ability of potential, current and returnee WMWs to access accurate information to prevent and to respond to violence, especially with respect to their rights and the services available in destination countries. To maximize its user-friendliness, the information in the application is available in text, videos, animation and audio media for users at all literacy levels. If necessary, the user can call Child Helpline Cambodia directly to access more in-depth information and counselling services. The application includes contacts and refers to the National Service Directory for Cambodian WMWs, developed by SAF in 2020.

“I went to work in Thailand for eight months, and it was very hard. I can’t speak the Thai language, and I had no idea how to find support if I needed help. I always felt unsafe. But now My Journey Mobile App provides relevant and simple information for safe migration and it works for those who cannot read or write. It is simple. People just have to press the sound icon and then they can listen to voices or watch videos conveniently. I’d recommend my friends use it, of course. Because this app will help them to travel safely.” – Ms Long Leap, leader of a women-led community network in Basedth District, Kampong Speu Province. [Read the full story.](#)

In addition to the online space, face-to-face engagement became possible through three peer networks of Cambodian migrants in Trat Province in **Thailand**, and six peer networks in Basedth and Kampong Seila Districts in Cambodia. The peer networks were formed to create a space for WMWs to expand their network and build peer support systems for information sharing between Cambodia

and Thailand. During the reporting period, 654 members (443 of them women) joined workshops and trainings organized for the peer networks, with support from SAF, by CARE International Cambodia and RTF. The activities aimed to inform participants regarding safe migration, violence against WMWs, and labour rights. The topics of self-care and well-being during the COVID-19 pandemic were also covered as one means of creating a mutually supportive environment among peers.

As part of the initiatives organized with peer networks, SAF supported, in partnership with CARE Cambodia, a participatory photography project built on feminist and participatory principles, focusing on enhancing the agency of participants, empowering WMWs through skills in self-expression, reflection and critical thinking.

“This photo is of harvesting rice by hand, because of the flooding. Normally I would have used a machine. I help my mother and aunt in the rainy season, and work in a factory in the off season. I have stopped migrating because I wanted to stay with family.” – workshop participant

“When I came back to my home country, I saw the palm trees, water and the view: it makes life so meaningful.” – workshop participant

Preparing to become peer educators, 104 women from the peer networks participated in more in-depth training. The peer educators were trained in key information on safe migration and violence against women. They also participated in training on coaching and in a webinar on the safe use of technology for remote service provision (see also output 2.4). As a result, the peer educators are now serving as a focal point to further disseminate information to fellow migrants. During the reporting period 1,211 potential and current WMWs (from a total of 1,897) received information through the peer educators on safe migration, VAW, financial literacy and services available in destination countries.

“Most returnee migrant workers in her commune decided to settle down and find a job in Cambodia, rather than re-migrant after gaining knowledge from the audio, leaflets and the consultation with peer networks.” – Ms Ul Kim, a peer network educator in Basedth, Cambodia

“Peer network educators not only provided the information, they also helped my mother, who was sick, to access services while I was in Thailand during the pandemic. I feel really grateful for the support.” – a member of a peer network group in Thailand

“As a result of the training, I have gained knowledge regarding each topic, especially on the issues of basic labour rights and, VAW including trafficking in the context of migration.” – a member of the peer network in Thailand

“When I was in Thailand, it was hard to deal with problems or find support. But now I have the service provider phone contact from a leaflet that my peer educator gave me, so it is easy for me to seek assistance when I return back to Thailand.” – a returnee women in Cambodia

In **Indonesia**, the capacities of 1,654 village leaders, community representatives and community members (1,163 of them women) were enhanced to better understand issues related to gender, violence against women and TIP. The activities were organized as part of prevention measures at the community level through trainings, seminars and workshops organized for potential, current and returnee WMWs, including their families. Through partnerships with Indonesian CSOs – Perkumpulan DAMAR, Kalyanamitra, KPI (Indonesian Women’s Coalition), Mawar Balqis and Yayasan Embun Pelangi – trainings and public discussions were organized with the aim of increasing community knowledge of key issues related to WMWs, violence against women and TIP, thus impacting potential WMWs and their families. In some communities, through partnership with the local government, community members were provided with vocational trainings in making processed food or handicrafts.

In addition, 7,262 Indonesian potential and returnee WMWs (out of a total of 8,917) were informed about their rights and opportunities in the context of labour migration (see also output 1.4 for labour migration services and information being provided to WMWs). Potential and returnee WMWs were provided with information on a range of topics, including labour rights, women’s rights, services available in destination countries, migration procedures and financial literacy.

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

- Kalyanamitra shared information on women’s rights, recruitment agencies, migration procedures, available essential services in destination countries and financial literacy with 4,181 women (from a total of 5,216).
- Kabarbumi provided information on labour rights, recruitment agency, migration procedure, available essential services in destination countries and financial literacy to 49 women (from of a total of 51).
- Indonesia Women Coalition (KPI) disseminated information on women’s rights, migration procedure and essential services available in destination countries to 269 women (total: 322).
- Mawar Balqis informed 1,543 women (total: 1,995) on labour rights, migration procedures, essential services available in the countries of destination, women’s rights and entrepreneurship.

- Yayasan SAPA shared information on women's rights, financial literacy, labour rights, recruitment agencies, migration procedure and essential services available in destination countries with 660 women (from a total of 660).
- Yayasan Embun Pelangi disseminated information on women's rights, essential services available in the countries of destination and migration procedure to 560 women (from a total of 673).

In **Myanmar**, 75 returnee WMWs who lost their jobs during the COVID-19 pandemic gained new skills through hand-crafting training workshops, organized by WON with support from SAF. The new skills will empower women through income generation from home-based businesses. After the training, four trained WMWs reported that they have been selling bamboo baskets at local markets. Community-level prevention activities, meanwhile, focused on building capacities of peer groups to create a supportive environment for WMWs in communities. At the same time, 44 leaders of peer groups in Kachin and Kayin States (39 of them women) built their knowledge on safe migration and violence against women through WON workshops with support from SAF. Through the workshops, the leaders learned about safe migration procedures and ways to avoid risks associated with migration, particularly with irregular migration. The leaders who took part in the workshops will further share and promote safe migration and interventions on violence against women within their own communities.

Furthermore, 135 women in **Myanmar** (from a total of 144) engaged in awareness-raising activities organized by WON and the Kindness Women Group. Through these activities the women received information on safe migration, violence against WMWs and TIP. Participants comprised potential migrant workers and their families from Kachin and Kayin states and the Thaninthayi region. The [Safety Planning for Violence against Women during the COVID-19 Pandemic](#), developed by SAF in 2020, was also distributed to 187 women (from a total of 203) and dignity kits were distributed to returnee WMWs in Kayin State through WON, Mirant Monitoring Group and Kindness Women.

In the **Philippines**, during the reporting period, potential and current WMWs joined both online and face-to-face activities to prevent violence against WMWs and received information on safe migration and violence against WMWs. The SAF Babaeng Biyahero campaign engaged with users through various channels (reported under output 3.3).

Through a partnership with the Department of Agriculture, Philippines Rice Institute employees, managing programmes with WMWs returnees, participated in a workshop on violence against WMWs, mindfulness and self-care. In addition, 151 employees (77 of them women) also learned about helplines available for psycho-social services, including those provided by the Babaeng Biyahero Psychosocial Support Team (BBPS Team).

The campaign also engaged with online users through the website and a mobile application developed for potential, current and returnee WMWs and their families. [The website](#) and the [mobile application](#), promoted through the campaign and jointly funded by SAF through the ILO and UN

Women, engaged with 4,477 users (from an unknown number of women).⁹⁰ Together, the website and mobile application have been serving as an online information hub for Filipino migrant workers providing access to a comprehensive downloadable service directory featuring the National Service Directory for Filipino WMWs (see also output 3.1). If WMWs needed more in-depth services from counsellors, they could contact the BBPS Team through the website and the application. This has paved the way for timely and effective provision of psychosocial support and even the repatriation of some Filipino migrant workers during the COVID-19 pandemic (see also output 2.4). The BBPS Team also provided information on psychosocial care and mental health coping techniques to 12 women (from 16 in total) who requested more in-depth information.

Furthermore, community members in the **Philippines**, including WMWs and their families, engaged in both in-person and online activities to learn more about the prevention of and response to violence against WMWs. Through a partnership with the Batis Center for Women, 45 community members (44 of them women) in the National Capital Region, Central Luzon and Ilocos Region participated in face-to-face community dialogues. The members learned more about recruitment agencies, what to consider before going abroad, and what services were available to WMWs in both countries of destination and the Philippines, especially when they experience violence. They were also introduced to available resources from the Babaeng Biyahero. Furthermore, 42 women (from a total of 42) received information through community outreach activities led by community leaders on the benefit of labour migration, on migration procedures and on violence against women (see also output 1.3 and 1.4). In Quezon City, 41 users (40 of them women) participated in the cross-sectoral consultation workshop organized by WLB through an online platform “Women Talk” aimed to amplify the voices of women who are from more marginalized sectors and to discuss how the challenges could be addressed through political agenda. The participants represented the different intersecting contexts of women and families of migrant workers, rural women and young women. Among the participants, 4 women requested more specific information on the repatriation process that was shared by WLB.

In addition to in-person engagement at the community level, WMWs in the **Philippines** were also virtually gathered in Facebook groups and group chats so they could support each other. During the reporting period, the Facebook Messenger group chats had 405 users (336 of them women). These groups act as a peer support group for WMWs and their families, created by Center for Migrant Advocacy (CMA). In addition, during the reporting period, 43 women (from a total of 49) members of the Development Action for Women Network received information on labour rights, migration procedures, women's rights and VAW.

In **Thailand**, SAF-supported community engagement focused on mitigation measures in response to the COVID-19 pandemic, especially during the first two quarters of 2021, when the pandemic greatly affected migrant communities in the country. SAF partners, including the National 1300 Hotline, Friends of Women Foundation, Proud Association, MAP Foundation and the Foundation for

⁹⁰ Due to the nature of website visits and the application downloads, the gender of visitors/downloaders could not be disaggregated.

Labour and Employment Promotion (FLEP), Migrant Women Project and the CSO RBB, disseminated copies of the [Safety Plan](#) in Thai and Myanmar languages along with PPE kits to 10,485 WMWs. The Safety Plan, developed by SAF in 2020, includes key information for WMWs for preventing and responding to violence against women during the COVID-19 pandemic, with contact information for service providers. The packages were distributed in Bangkok, Chiang Mai and Mae Sot, which hosts a large population of migrants from Myanmar. Further to the dissemination of the safety plan, 27 migrant workers (24 of them women) were able to engage, through two SAF CSO partners, with services available in Thailand for WMWs: FLEP and RBB. Additionally, 186 WMWs in Chiang Mai and Bangkok were better equipped with knowledge on their rights and how to prevent and respond to VAW through a session organized by FLEP.

[“The Safe and Fair Programme encourages and supports the establishment of migrant women’s networks in countries of origin, transit and destination, and across countries, for peer support and information sharing.”](#) – San May Khine, a Project Officer with the Education and Identify Project at the MAP Foundation in Thailand. [Read her full story](#)

[“I believe that all women migrant workers should be able to exercise their rights. Unfortunately, not everyone knows their rights.”](#) – Nan Zar Ni Myint, activist. [Read the full story.](#)

In **Viet Nam**, SAF supported the repatriation journey from Myanmar to Viet Nam of 47 women TIP survivors. See box 11, below.

Box 11
Support for the safe repatriation of 47 Vietnamese women

47 Vietnamese women and girl victims of smuggling and trafficking, were repatriated safely from Myanmar to Viet Nam, with SAF’s support. As a result of the joint efforts and coordination between the SAF teams in Myanmar and Viet Nam, the women were located, contacted and supported in partnership with Eden, a CSO in Myanmar, and Blue Dragon, a CSO in Viet Nam. The Vietnamese women were supported with COVID-19 PCR testing, a prerequisite to boarding the repatriation flight.

Given that the Vietnamese women could not speak Myanmar language, but only a local Vietnamese dialect, the SAF team in Myanmar coordinated an online dialogue with SAF in Viet Nam. During the conversation, information regarding the planned repatriation process was given to the women, together with psychological and emotional support to reassure them in a time of such uncertainty. The women were informed about the support to be provided by SAF/IOM and Blue Dragon, once they landed in Viet Nam.

At the COVID-19 testing centre, the SAF team in Myanmar distributed the Vietnamese

service directory, which included, in the Vietnamese language, a list of GBV- and migration-related service providers so the women could access services upon their return. Upon arrival in Viet Nam, the SAF team coordinated with Blue Dragon and IOM regarding the immediate needs of the women, among other things advocating for reducing the quarantine period before reintegrating the women into their communities.

A needs assessment is being undertaken by the SAF team in Viet Nam, so that further support can be provided, especially on VAW and with information on safe migration, since many women expressed the intention of re-migrating.

74 WMWs joined community peer groups in Ha Thin and Than Hoa provinces to share knowledge on safe migration and VAW and to create a supportive environment for potential and returnee WMWs. Through [capacity building workshops](#) organized by the Institute for Social Development Studies (ISDS) and Viet Nam Women's Union (VMU), the peer group members learned about gender equality, types of violence against women and ways to access information and quality support services in destination countries. A peer network group that was created through the workshop continued its work online in order to exchange information on safe migration and violence against women with its members. The online community now has 985 (unknown number of women) members in three Facebook groups where they actively share the most up-to-date information on labour migration, violence against women and services available for WMWs in destination countries and in Viet Nam.

“When he reached the edge of a forest, he locked all the doors and went out for a call, perhaps looking for smugglers. As soon as he got back into the taxi, I told him, using my fluent Thai speaking skills, that I had just called my cousin, who would report the incident to the local police if he did not drive me back. I was lucky. He finally got scared so I could come home.”
 – Thi Nguyen, a member of the Vietnamese WMWs peer group. [Read the full story.](#)

Output 2.4

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

Services provided to WMWs ⁹¹

Enhancing the capacities of frontline service providers across the region continued to be a programme priority in 2021. This was accompanied by adaptation of the services in response to COVID-19 (see also output 1.2). During the reporting period, (1,421) frontline service providers (1,052 of them women) enhanced their skills in quality coordinated services for survivors of violence, including WMWs. The trained frontline service providers assisted (4,327) women migrants. As the pandemic continued

into 2021, remote service provision through technologies such as hotlines, mobile applications and messengers was identified as one of the key service channels during lockdowns and travel restrictions.

While the need to use technology in service provision for survivors of violence increased during the reporting period, service providers who did not use such channels prior to the pandemic expressed interest to SAF in understanding more about how technology could be used in a safe way to protect the privacy and safety of survivors, including WMWs who are remotely accessing such services. Hence, in 2021, SAF and UN Women organized a series of webinars on safe technology. Through three webinars, 186 service providers and peer educators from ASEAN and the Asia-Pacific region (168 of them women) were given the opportunity to enhance their capacities to provide relevant remote services to WMWs, and to respond to the emerging needs of women survivors of violence through safe use of technology. The three webinar sessions⁹² facilitated linkages between VAW service organizations and technology companies such as Facebook and WhatsApp to adapt remote methods used in service delivery to meet the survivor-centred principles of privacy, confidentiality and security. The participants learned about the principles of a survivor-centred approach, as well as practical techniques to safeguard the safety, privacy and confidentiality of women survivors of violence while providing them remote services through different technological applications.

The discussions, lessons learned and tips for practitioners are consolidated within two technical briefs: “[Safe Technology for the Provision of Services to Women Migrant Workers at Risk of or Subject to Violence](#)” and “[Remote Service Provision for Women Migrant Workers at Risk or Subject to Violence](#)” with the “[Action Cards: 10 Things to Know About Violence against Women Migrant Workers](#)”, available in 6 languages (see also output 3.1). Participants also included staff from the ILO, IOM, UNFPA, UNICEF, UN University and UN Women, all of whom expressed interest in learning more on the topic.

Technical briefs on safe technology remote service provision for women migrant workers subject to violence (reported under output 3.1)

1) [Remote Service Provision for Women Migrant Workers at Risk or Subject to Violence](#)

This brief provides guidance on the safe use of remote technologies to provide support to WMWs who are at risk of, or have experienced violence, harassment, abuse or exploitation. The COVID-19 pandemic and the measures to contain it have also prompted many service providers to either shift to, or augment, remote service delivery. Technologies are diverse in how they are designed, developed and function, and include, among other systems and apps, the



following: land and mobile phone lines; SMS/text-based systems; online chat functions; chatbots; and video-related interfaces. The brief is intended to provide guidance for service providers on how to safely employ technologies based on current knowledge, with examples from different countries and contexts.

2) Safe Technology for the Provision of Services to Women Migrant Workers at Risk of or Subject to Violence

This brief provides guidance on providing remote services to WMWs who are at risk of or subject to violence. The brief is based on international principles and standards of [service provision for women survivors of violence](#), together with emerging practice and knowledge on how these can be delivered remotely. The brief complements the [16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence](#). It is intended to provide broad-based guidance applicable across countries and contexts, with the understanding that its implementation must be adapted to the diverse needs of women migrant worker populations in the specific contexts in which they live and work.



At the regional level, a pool of 20 trainers (all of them women) on coordinated quality services for survivors of violence against women, including WMWs, was created through a series of seven training of trainers (ToT) sessions in which 20 certified trainers built upon their knowledge of coordinated quality services that address violence against women and migrant workers. They were also given an opportunity to build their facilitation skills as they organized trainings for service providers in their own languages. The main objective of the ToT was to support the rollout of local trainings in ASEAN countries, using national languages to enhance the provision of quality coordinated services with a focus on WMWs. As a result, SAF and UN Women have contracted some of these certified trainers to use as facilitators of trainings for service providers. These trainings will use training material more adapted to the local context in the national languages. Following the ToT training in August of 2021, the certified trainers reported that they went on to facilitate trainings in quality coordinated services for 76⁹³ frontline workers.

In line with one of SAF's 2021 priorities, 38 frontline workers (31 of them women) developed SOPs on the basis of shared experiences and lessons learned from the local and national activities during a webinar organized to introduce the [SOPs guide](#) (see also outputs 2.1 and 3.1). During that session, practical step-by-step guidance was given on the development of SOPs to respond to VAW, and partners from **Indonesia**, the **Philippines**, **Thailand** and **Viet Nam** had the opportunity to share hands-on experiences of the process at the national and local level.

In **Cambodia**, 28 frontline workers (18 of them women) from five SAF partner organizations – CWCC, CARE International Cambodia, Child Helpline Cambodia (CHC), Women's Media Center (WMC) and RTF – enhanced their skills regarding how to communicate with WMWs who have experienced violence (see output 1.4; CWCC, RTF also runs MRCs). The training explored the type of information that service providers should share with survivors. It also looked at ways to conduct survivor-centred management of cases related to violence. Afterwards, SAF partner CHC organized a similar training for 25 local government officials and frontline workers (14 of them women) to enhance their skills in supporting survivors. CHC reported that they provided services to 10 WMWs (out of 12 in total) through 100 sessions of follow-ups, counselling, information sharing, referrals and case management.

“I have gained lots of knowledge about VAW, and the training re-shaped my thoughts about this topic. There were some points that were new to me, such as principles of working with survivors and steps in GBV response.” – a participant in the training

Further to acquiring skills to assist survivors of violence, frontline workers in **Cambodia** were also equipped to better understand the importance of their own well-being and self-care skills if they were to continue to support survivors. 63 members (25 of them women) of the technical working groups on gender-based violence in Banteay Meanchey, Kampong Speu Province and Kralanh Siem Reap Province strengthened their skills in conducting remote primary counselling and in managing stress caused by their work. The session was organized upon the request of the Department of Legal Protection of the Ministry of Women's Affairs, who emphasized the need to respond to the increased number of burnout reports by frontline service providers at the sub-national level during the pandemic.

In **Indonesia**, 103 frontline workers (87 of them women) familiarized themselves with the Guidance on the Protection of WMWs during COVID-19 and the Protocol for Handling GBV WMWs and trafficking during COVID-19 (“COVID-19 GBV Protocol”); this Protocol had been developed by MOWECP in 2020, with support from SAF. The workshop was organized in line with the implementation of the COVID-19 GBV Protocol at the national and local levels. Through the workshop, frontline service providers from national and local government agencies, migrant worker communities and recruitment agencies learned about the principles in supporting WMWs, especially those who had experienced violence, in the context of COVID-19. After the first series of workshops, 30 members (all of them women) of migrant worker CSOs and networks joined a follow-up training to learn more about handling VAW and TIP cases. The participants were among those providing support to WMWs in both countries of destination and Indonesia.

In a series of trainings organized in July, 126 frontline service providers (87 of them women) from NGOs and government organizations in East Java, West Java, Lampung, and Kepulauan Riau provinces increased their capacity to deliver quality coordinated services. The participants subsequently reported that the training had allowed them to learn more about gendered aspects of

labour migration and their impacts on WMW vulnerability to violence and TIP. The training focused on skills in communicating with survivors of violence in a survivor-centred way. The participants, from sectors that included justice, social, police and labour, also learned about establishing a coordination system together with essential service actors.

A total of 198 frontline service providers in **Indonesia** (126 of them women) enhanced their capacity with respect to key principles of gender-sensitive and survivor-centred quality coordination. This enhanced capacity has contributed to the development of local SOPs through a number of workshop series organized by Perkumpulan DARAM and KPI. The workshop participants learned about the importance of providing coordinated services for survivors of violence and making quality referrals of cases. As a result of these workshops, two referral mechanisms were developed with local SOPs in place (see also output 2.2).

During the reporting period, 319 (from 326 in total) WMWs and returnee WMWs received services from frontline workers who had enhanced their skills through SAF trainings organized since 2018. Most commonly, women accessed psycho-social services (176 women), followed by police (87 women), justice (41 women) and health (15 women). The referral mechanisms were established in three provinces: Batam, East Java and Lampung (see also output 2.2), where cases were referred to relevant service providers via the local SOPs and the relevant MoU.

In **Malaysia**, three pilot training sessions were organized by LeadWomen, through which representatives (all of them women) of 11 private sector companies learned more about how to address sexual harassment across the supply chain. The private sector employers were identified as strategic partners and as duty bearers who could provide direct support to WMWs who had experienced violence in the workplace and promote prevention of violence (see output 1.2 for other work with employers supported by SAF in Malaysia). The pilot training was done using the training toolkit “Addressing Sexual Harassment in the World of Work” (see also output 3.1), developed by SAF in collaboration with the EU-funded WeEmpowerAsia programme and Business for Social Responsibility (BSR) of UN Women. The training looked at how employers could properly address the issue of sexual harassment in the workplace across the supply chain, and the importance of creating a supportive environment for survivors. During the pilot training sessions, the participants also analyzed business cases, seeing how sexual harassment might be addressed from various perspectives, and reflected on the root causes and risk factors of sexual harassment among women employees, including WMWs. The pilot training will be finalized in 2022.

In **Malaysia**, ten sessions trained 178 (all of them women) social workers and volunteers from the Women’s Aid Organization (WAO) in the management of hotline calls. The trainings covered the theory and practice of assisting survivors of violence via WAO hotline and mobile channels. The operators and volunteers were trained to provide quality services for those who sought support from WAO based on a survivor-centred internal protocol. Between September 2020 ⁹⁴ and December

⁹⁴ The number of women migrants assisted between September and December 2020 was not reported in the 2020 report due to delays in data analysis for migratory disaggregation within the information system (see also output 2.1).

2021, WAO, supported by the helpline and WhatsApp application, assisted 910 women migrants⁹⁵ in Malaysia (from a total of 3,891 including Malaysian nationals and refugee women). During the reporting period, with support from SAF, WAO hired full-time interpreters in Bahasa Indonesia, Tagalog and Vietnamese so that women migrants in Malaysia who were not fluent in Malay would be able to access the hotline without language barriers. The interpreters were also trained by WAO on the availability of hotline services and basic interview techniques.

In **Myanmar**, the SAF team worked together to support the repatriation process of 47 Vietnamese women who were TIP victims (see box 11, above). With support from SAF, the Vietnamese women successfully received COVID-19 tests, which at the time were mandatory for repatriation to Viet Nam. At the COVID-19 test centre, through the Vietnamese service directory, the women received information on violence and related services available in Viet Nam (see also output 2.3). All the 47 survivors repatriated safely to Viet Nam and, with the help of SAF, have received individual case management.

SAF and UNFPA organized two training sessions in **Myanmar** for 38 social workers from Kachin State (27 of them women). Participants increased their knowledge on the linkages between migration and TIP, and about the principles of case management. After training, the participants reported that they better understood both the risks of violence against WMWs throughout the migration cycle and the measures available to prevent and respond to violence in the context of WMWs.

In addition, in **Myanmar**, one-off cash assistance of 150,000 kyat (MMK), approximately US\$90, was provided as a VAW prevention measure to the 100 most vulnerable WMWs affected by COVID-19 in the Thaninthayi region and conflict-affected areas in Kachin State. Such cash assistance allowed women to invest in income activities, thereby reducing their vulnerability to traffickers or unscrupulous brokers. To initiate the cash assistance, 10 social workers of SAF CSO partner organizations in Myanmar (7 of them women) built their knowledge on cash transfer programming, including its benefits and risks. The training addressed the following: how to properly engage with target groups (women migrants and their families); how to assess and develop selection criteria for cash recipients; how to manage risks associated with cash transfer programmes; and how to organize follow-up activities after the transfers. According to the follow-up activities organized by CSO partners, most had used the cash for livelihood activities, businesses or self-development activities such as language courses that could help them with migration in the future.

During the reporting period, 69 women in **Myanmar** (from a total of 73) received group counselling sessions organized by WON. The sessions provided emotional and psychological first-aid support to participants, and provided a safe space for them to share their concerns and challenges. Most of the participants were returnee WMWs who had repatriated to Myanmar due to COVID-19 and the country's prevailing political situation. During the counselling sessions, some of the participants

⁹⁵ WAO does not disaggregate according to categories of migrant that it supports and, in Malaysia, categorization of migrant workers is broad. Thus the expression "migrant" as used in this report is also broadly applied.

disclosed their personal experiences of violence while working as WMWs. Afterwards, the women received individual sessions that provided them with more tailored support services.

In the **Philippines**, 83 officials (52 of them women) in foreign service posts, including embassies, were trained as frontline service providers to assist WMWs survivors of violence abroad. The two trainings were jointly organized by SAF, the Women and Gender Institute, and the Gender and Development (GAD) Secretariat of the DFA. The trainings focused on responding to violence against WMWs and supporting the repatriation and reintegration of WMWs who are survivors of violence. The participants learned more about feminist therapeutic communication and intervention skills; survivor-centred and gender-responsive support; case management; coordination for referrals; and data collection. The training was adapted from a similar training series organized twice a year since 2019 for Vietnamese foreign service officials by the Ministry of Foreign Affairs of Viet Nam, with support from SAF.

Unexpected result: In addition to the training, the DFA in the **Philippines**, with technical support from SAF, is developing an SOP for foreign service officials to systemize and formalize the referral system for Filipino survivors of violence abroad.

At the local level in the **Philippines**, 143 frontline service providers (62 of them women) from local government agencies, workers' associations and CSOs strengthened their skills in providing quality coordinated services for survivors of violence, including WMWs. The local trainings were organized in Cebu, Marikina and Visayas, either directly by SAF or through CSO partners with support from SAF. The trainings focused on strengthening the service delivery and coordination skills of frontline workers at the local level to respond to violence against WMWs through multi-sectoral coordination.

In Cebu in the **Philippines**, where local organizations from the essential service sectors are finalizing the establishment of a local referral mechanism with support from SAF, 2,297 WMWs (from a total of 3,734) were assisted by frontline service providers. Some of the WMWs⁹⁶ were supported in their repatriation, upon arrival aboard international flights, with quarantine and transportation assistance. In addition, 221 WMWs received psychosocial services, including counselling for those distressed during the pandemic. The service providers, who supported women migrants both in person and remotely, also made referrals to the most relevant service providers for them. The Babaeng Biyahero Psychosocial Support (BBPS) Team, in particular, provided psychological first aid for their own self-care to 47 frontline workers (38 of them women) who were supporting survivors of violence.

“When I finally met the social workers at the airport, I knew that I would be fine.” – Claire (an alias), survivor of violence against women

In **Thailand**, 55 frontline workers (37 of them women) and community-based organizations in Bangkok and Chiang Mai enhanced their skills in responding to VAW through trainings organized, with support from SAF, by three SAF CSO partners: FLEP, the MAP Foundation and Migrant Women Project. The

trainings aimed to increase the quality of coordinated services for survivors of violence including WMWs. As most of the participants were members of task forces established to develop local SOPs, the participants could strengthen their coordination mechanisms by exchanging experiences on responding to VAW. In particular, the referral mechanisms established in Bangkok, Chiang Mai and Mae Sot (see also output 2.2) reported that 52 total cases of violence against WMWs were referred through the three task forces established (see also section “Joint task forces”, below).

Additionally, the new hotline established through a joint partnership between the Mae Sot Hospital and RBB (see also output 2.2) supported 66 women migrants (from 66 in total) during the pandemic. The hotline, designed for women migrants in Mae Sot, provided psychosocial support for survivors of violence and those who needed counselling services during the pandemic. With technical support from SAF, the hotline set up an information system with a standard intake form (see also output 2.2.1).

In **Viet Nam**, 44 new foreign service officials (30 of them women) received training that built their knowledge on how to provide effective coordinated support to their citizens abroad. The training, part of a continuing partnership with the Ministry of Foreign Affairs, led to the issue of violence against WMWs being included in the official training curriculum for newly appointed foreign service officials. The training focused on basic principles in supporting survivors of violence and in providing coordinated services between the countries of destination and Viet Nam. With technical support from SAF, MOFA was finalizing its Standard Operating Procedures for Diplomates on Providing Coordinated Services for Survivors of Violence and Human Trafficking (see also output 2.2) to formalize procedures for supporting Vietnamese citizens abroad.

For CSO frontline workers in **Viet Nam**, trainings on both support for survivors of violence and for the social workers themselves enhanced the skills of 42 social workers (42 women). Through a partnership with SHARE, SAF organized trainings on the survivor-centred approach in counselling and also stress management and self-care for social workers who were working in hotlines and shelters for survivors of violence and trafficking in persons.

Joint task forces ⁹⁷

In **Indonesia**, (6) village task forces were established in Desa Tanen and Desa Sukorejo of Tulungagung District, Desa Sumber Lor and Desa Babakan Gebang of Cirebon District, Desa Pugung and Desa Sidorejo of Lampung Timur District. These task forces have been established to support village governments with data collection on migration and violence against WMWs (see also output 2.2), and on sharing information on safe migration and organizing local-level campaigns to raise awareness about violence against WMWs. The task forces consist of village apparatus, representatives of village organizations, women's organizations and returnee WMWs. The task forces are facilitating local referrals for WMWs who have experienced violence and trafficking in persons.

⁹⁷ 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 includes representation from marginalized groups. SAF reporting includes coordination and oversight mechanisms housed in government ministries.

In **Thailand** (3) joint task forces were established in Bangkok, Chiang Mai and Mae Sot, with a total of 25 member organizations. The primary purpose of the joint task forces is to develop local-level SOPs and establish local referral mechanisms (see also output 2.2) During the reporting period, 52 cases of violence against WMWs were referred through the referral mechanisms that have been established.

Specific Objective 3

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

In terms of indicator reporting on SAF progress towards achieving objective 3 – since the index rating on public knowledge, attitudes and behaviours (KAP) towards WMWs in countries of destination will only be gauged in the programme's end line studies – for now, the report can assess only the number of governmental and CSOs that in 2021 implemented activities to protect the rights of WMWs in the ASEAN region.

In this regard, SAF undertook initiatives that strengthened partnerships with government agencies, trade unions, employers' organizations and civil society stakeholders to further knowledge-building and awareness-raising on the conditions of women's labour migration in ASEAN (outputs 3.1 and 3.3). It also made steady progress in the collection of sex-disaggregated statistics on labour migration and data on VAW (output 3.2). The amendment of the output indicator has made it possible for SAF to better address the conditions under which the output can be achieved.

During the reporting period, the programme supported (116)⁹⁸ government agencies, trade unions, workers' associations, and CSOs (61 of the total number were CSOs)⁹⁹ throughout the region with both technical and financial support towards their work in protecting the rights of WMWs and addressing violence against WMWs. Annex G provides a list of all the organizations supported (towards 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 this report.

See also annex C, which lists CSOs that have been financially supported by SAF since 2018.

Output 3.1

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

SAF continued to identify critical gaps in knowledge and evidence, and undertook new research and the development of other knowledge products which contributed towards evidence-based

⁹⁸ Note that this list includes trade unions, CSOs (inclusive of associations, academic institutions, and mass organizations), and government organizations.

⁹⁹ The 61 CSOs referenced here are inclusive of academic institutions and mass organizations to whom SAF has provided financial and/or technical support.

policy and programme development, knowledge-building and capacity-development, and towards changing entrenched negative public attitudes related to violence against women and WMWs.

Quality of WMW participation in international events

Having lived experience of labour migration, and having been directly affected by the laws and policies related to their migration, WMWs represent an integral stakeholder in SAF programming. In this regard, SAF supported WMW participation in, and contributions to, regional and international events, aiming to ensure that their voices were heard by decision-makers and duty-bearers, as well as to empower them in sharing their knowledge and experiences with policymakers, civil society and other migrant workers

There follow a few WMW blog posts reporting participation in various events.

Life as a domestic worker in Singapore, by Leizle Menez

Ms Leizle Menez is a Filipina MDW in Singapore. She participated in the Youth perspective: Cross-border forum where youth-led organizations, WMWs and CSOs from Malaysia, Singapore and Thailand came together to share knowledge and experiences on the issues of violence against WMWs. [Link to the blog post](#)

SBMI attended an inter-regional meeting organized by the African Trade Union Migration Network (ATUMNET)

Ms Dina Nuriyati, a former WMW and currently a representative of SBMI, participated in an international meeting organized in Senegal by ATUMNET (7–9 December). [Link to the blog post](#)

Novelita Palisoc attended an inter-regional meeting organized by ATUMNET

Representing UNITED Philippines, Ms Novelita Palisoc shared her knowledge and experience in working with SAF, especially through the SAF Babaeng Biyahero helpline, in support of WMWs who seek help in reporting abusive incidents and other VAWMWs issues. [Link to the blog post](#)

Nan Zar Ni Myint was a resource person at the Youth Perspective: Cross-border

Youth-led organizations, WMWs and CSOs rarely have the opportunity to come together and make connections. SAF's Youth Perspective: Cross-border was seen as valuable platform in giving voice to WMWs. [Link to the blog post](#)

Media references to SAF knowledge products

During the reporting period, SAF increased the visibility of issues related to safe and fair migration, violence against WMWs, and trafficking. Below is the list of media references to the knowledge

products developed by SAF in bringing visibility to the issues covered by the project and the overall initiative.

#	Title of article	Knowledge product	Link
1	COVID-19 and the Myth of the "Dirty Foreigner: in Malaysia"	Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand	https://covid-19chronicles.cseas.kyoto-u.ac.jp/post-061-html/
2	Southeast Asia Migrant Workers among Most Affected by Pandemic	Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand	https://www.bloomberg.com/news/videos/2021-03-19/southeast-asia-migrant-workers-among-most-affected-by-pandemic-video
3	Unfavorable attitude towards migrant workers seen in ASEAN countries	Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand	https://www.chinesetimes-laos.com/item/19/1218/axkcczd68e8bf335d990bc.html
4	Foreign workers lack pathway to citizenship in Singapore	Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand	https://lkyspp.nus.edu.sg/gia/article/foreign-workers-lack-pathway-to-citizenship-in-singapore
5	How neglecting migrant workers has exacerbated Thailand's COVID crisis	Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand	https://southeastasiaglobe.com/migrant-workers-thailand/

* Not captured in the 2020 Annual Report.

Knowledge created

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

As referred to in Objectives 1 and 2, in 2021 SAF produced and disseminated the following (34) research studies and knowledge products to stakeholders.¹⁰⁰ These contributed towards evidence-based policy and programme development, awareness raising, and changing entrenched negative attitudes related to VAW and WMWs. See also knowledge products on the [Spotlight Initiative COSI Extranet](#).

1. [Safe Technology for the Provision of Services to Women Migrant Workers at Risk of or Subject to Violence](#)
2. [Remote Service Provision for Women Migrant Workers at Risk or Subject to Violence](#)
3. [Action Cards: 10 Things to Know About Violence against Women Migrant Workers](#)
4. A training tool on the ILO-UN Women "Handbook: Addressing violence and harassment against women in the world of work"

5. Technical Brief on Coordination and Referral Mechanism for VAW and Migration in the Philippines
6. Policy Paper for the Proposed Legislation on Gender-Responsive and Inclusive Pandemic Management
7. National Service Directory for Women Migrant Workers in Thailand
8. IDWF-AMMPO: Handbook on Safe Migration for Migrant Domestic Workers
9. National Service Directory for Women Migrant Workers in the Philippines
10. Gender-responsive and Inclusive Protocols and Programming to Address the Gender-Differentiated Needs of Women During COVID-19
11. Facilitation package - Coordinated Quality Services for Survivors of Violence against Women including Women Migrant Workers
12. [Risks of Violence against Women in the Labour Migration Cycle and Services that Need to be in Place throughout the Migration Cycle](#)
13. [From evidence to action: Tackling gender-based violence against migrant women and girls](#)
14. [A Practical Guide: Developing Standard Operating Procedures \(SOPs\) for a Coordinated Response to Violence against Women, including women migrant workers](#)
15. [Ending Violence against Women in ASEAN Member States: Mid-term Review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women \(ASEAN RPA on EVAW 2016-2025\)](#)
16. Training toolkit on Prevention and Response to Sexual Harassment
17. Training package for Labour Migration Actors on Violence Against Women Migrant Workers
18. [COVID-19 and Violence Against Women: The evidence behind the talk and the Factsheet "COVID-19 and migrant women and men"](#)
19. Safe and Fair Babaeng Biyahero Campaign Analysis
20. Domestic Violence Laws in Thailand - Recommendations for Strengthening Protections for survivors
21. Training materials: GBV and Essential Services for Women Migrant Workers
22. PSWS Leaflet - Know your Rights at Work: Sexual Harassment
23. PSWS Leaflet - If Stopped by Police
24. [Training Manual for Malaysian Inspectors on forced labour, child labour and gender-based discrimination, violence and harassment in the workplace](#)
25. Poster in Lao "Before decision to work overseas"
26. Training Tools on teaching Thai to Migrant Workers
27. [Who is going to believe us? Work-related sexual harassment in Thailand, with a focus on women migrant workers](#)
28. Training Toolbox on Safe and Fair Migration of Women OFWs
29. Policy paper: Reintegration Advisor and referral pathways -- agreed process flow/map and consolidated pathways; stakeholders inputs and recommendations
30. CIPAL Philippines - Professional Course on Global Migration, Module 2: "Human Rights and Migration in International Law (including gender-related standards)"

31. Policy Brief: Empowering Women Migrant Workers and Businesses: A Business Case for Preventing Violence and Harassment at Work (ACE-led)
32. Policy Brief: The Untapped Power of Women Migrant Workers in ASEAN: A Business Case for Gender Equality and Empowerment in the Workplace (ACE-led)
33. IDWF – Animation videos (2) on unionising for domestic workers in Malaysia
34. Orientation-training materials on women's labour migration and interventions in the Philippines:
 - a. Tabaco City and Negros Occidental Province MRC staff, volunteers, LGU, OFW Federation and referral partners
 - b. NAGKAISA Labor Coalition - Capacity Building and Advocacy for Women's Rights and Defence for fundamental Rights at Work Amidst COVID-19
 - c. DOLE learning sessions and planning exercise for Philippine Overseas Labor Offices (POLOs)
 - d. Freedom from Violence and Protection of the Rights of MDWs: International and National Standard
 - e. Migrant Domestic Workers and OFWs in the Middle East: Issues and Concerns (especially among women)
 - f. Combatting Discrimination, Racism against OFWs and Migrant Workers – CMA-OWWA Region 8 capacity-building on migrants' rights and access to justice
 - g. Reintegration Strategic Framework, NAP & Advisor in the context of SDG, GCM, national development; highlighting gender dimension
 - h. Services and Programs for OFWs Related to VAW and Overview of SAF

In addition to developing new knowledge products, various knowledge products, laws, and training materials were translated into national languages, or English, for wider dissemination. A total of 19 translations were completed, including the following:

1. Action Cards: 10 Things to Know About Violence against Women Migrant Workers – [Khmer](#)
2. Action Cards: 10 Things to Know About Violence against Women Migrant Workers – [Bahasa Indonesia](#)
3. Action Cards: 10 Things to Know About Violence against Women Migrant Workers – [Lao](#)
4. Action Cards: 10 Things to Know About Violence against Women Migrant Workers – [Myanmar](#)
5. Action Cards: 10 Things to Know About Violence against Women Migrant Workers – [Thai](#)
6. Media-friendly glossary on migration Women migrant workers and ending violence against women (EVAW) edition – [Bahasa Indonesia](#)
7. Media-friendly glossary on migration Women migrant workers and ending violence against women (EVAW) edition – [Bahasa Malaysia](#)
8. Media-friendly glossary on migration Women migrant workers and ending violence against women (EVAW) edition – [Lao](#)
9. Media-friendly glossary on migration Women migrant workers and ending violence against women (EVAW) edition – [Thai](#)

10. Media-friendly glossary on migration Women migrant workers and ending violence against women (EVAW) edition - Myanmar
11. A policy brief on mainstreaming gender/WMW issues into the National Strategy on Vocational Education and Training Development - Vietnamese
12. Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN – [Bahasa Indonesia](#)
13. Leaflet: Know your Rights At Work: Sexual Harassment – Bahasa Indonesia
14. Leaflet: Know your Rights At Work: Sexual Harassment – Khmer
15. Leaflet: If stopped by the police – Bahasa Indonesia
16. Leaflet: If stopped by the police – Khmer
17. C190 Poster – Filipino
18. C190 Video – Filipino “Palayain ang mundo ng trabaho mula sa karahasan at pang-aabuso”
19. Global call to action (video) - Filipino “Pandaigdigang Panawagan sa Pagkilos upang makabangon mula sa COVID-19 na nakasentro sa tao”

For a more comprehensive list, please refer to annex D, Innovative, promising or good practices.

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.

In terms of reporting results, following the recommendations from SAF's MTE, the programme updated the indicators for its results framework. This process was conducted in consultation with the Spotlight Initiative and with the approval of the Project Steering Committee. From 2021 onwards, SAF's output indicators under output 3.2 read as in the table 4, below.¹⁰¹

Table 4. Update to SAF results indicators

Indicator	Statement
Output indicator 3.2.1	Percent of sex-disaggregated data produced by governments on labour migration statistics
Output indicator 3.2.2	Number of government personnel, including service providers, who have enhanced capacities to collect prevalence and/or incidence data on VAW, including women migrant workers, in line with international and regional standards.

Sex disaggregation of national labour migration data

Safe and Fair support to labour migration data collection in ASEAN included national-level capacity building on strengthening capacities and coordination to improve generation, collection and

sharing of International Labour Migration Statistics (ILMS) data. When SAF was designed in 2017, a base 40 per cent of ASEAN country submissions to the ILMS Database for the year had been sex-disaggregated. This increased to 54 per cent (**54%**) for submissions¹⁰² made in 2021.¹⁰³

Using SAF's brief "Making WMWs Count: Sex Disaggregation of Labour Migration Statistics in ASEAN",¹⁰⁴ SAF raised awareness of the importance of sex-disaggregated data with 62 focal points from nine countries (**Brunei, Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, the Philippines, Singapore, Thailand and Viet Nam**) (reported under output 1.2). The information shared by the focal points provides the basis for SAF's continued capacity-building with ASEAN Member States; a technical consultant has been recruited to design and lead the capacity-development trainings for five ASEAN countries – **Brunei,**¹⁰⁵ **Cambodia, Indonesia, the Philippines and Viet Nam**. The outcomes from the trainings will be reported under SAF's 2022 results.

SAF, together with other ILO projects, supported the General Statistics Office (GSO) in **Viet Nam** in piloting methodology to collect information on recruitment costs related to SDG indicator 10.7.1 so as to measure the true costs of labour migration and recruitment for Vietnamese women and men migrant workers. In 2021, the GSO developed a module to collect sex-disaggregated data with respect to SDG 10.7.1, to be integrated into the national labour force survey; it also trained provincial statisticians on data collection. Due to COVID-19, however, the data collection had to be delayed in some provinces; it is expected the final results of the survey and the data collection module will be ready for publication in the first half of 2022. The survey findings will inform recommendations on the regulation of migration costs in law and in policy. This will enable identification of policy measures to reduce the vulnerability of migrants, especially WMWs, to unethical recruitment practices. High costs of migration deter safe and orderly documented migration, leaving women at risk of trafficking, debt bondage and exploitation. So systematic data collection to support policy-making on labour migration governance, related to costs and fees is a very important technical support of SAF in Viet Nam.

Capacity building on VAWMW administrative data¹⁰⁶

¹⁰² A 54 per cent submission rate was also reported in 2020. The 2021 submissions for sex-disaggregated ILMS actually increased, but, following the migration of ILOSTAT to a new system, 14 tables were dropped, which affected 6 per cent of the tables that SAF was tracking. Adjusting for the ILMS data loss, the submission rate for the ILMS tables that SAF was tracking is 54 per cent.

¹⁰³ When SAF set its baseline, 11 of the ILMS Database's 21 tables required sex-disaggregation. In 2019, the ILMS Database was revised so that all tables required sex disaggregation. After the revision, however, to maintain a consistent measure for the SAF logframe, SAF tracked only the 11 original tables for its indicator.

¹⁰⁴ Previously reported in 2020.

¹⁰⁵ In 2019, SAF had had preliminary talks with the national statistics office of Brunei Darussalam to provide support for capacity-building on sex-disaggregated data, but the discussion led to no follow-up action. At the 7th Technical Meeting of the ILMS focal points, the NSO requested support for improving its labour migration statistics.

¹⁰⁶ Per Spotlight Output indicator 5.1.4: number of government personnel, including service providers, from different sectors who have enhanced capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG in line with international and regional standards.

Further service system improvements will result where service providers can periodically reassess the data collected, helping to identify trends in the types of help sought by survivors, as well as the frequency and severity of the types of violence experienced and access patterns to services. Analysis of this summary data collected from each sector will guide the continuous development of prevention and response actions. During the reporting period, SAF built the capacity of (112) government officials to collect VAW administrative data which would result in a better analysis of VAW data with the aim of improving service provision.

In **Indonesia**, 17 local government officials in Lampung (14 of them women) and 13 CSO workers (11 of them women) increased their knowledge of administrative data collection for violence, including trafficking, against women and children cases. The training focused on the SIMFONI PPA app (Sistem Informasi Online Perlindungan Perempuan dan Anak; or Online Information System for the Protection of Women and Children in English), which was developed by MOWECP for recording and reporting of violence against women and children.

In the **Philippines**,¹⁰⁷ 95 government representatives (74 of them women) and 10 CSO workers (10 of them women) enhanced their knowledge on administrative data collection for violence against WMWs, and identified strategies to harmonize administrative data collected by different government agencies. In partnership with the Philippines Commission on Women, two webinar series were organized for embassies, government officials in health, labour, Immigration, police, social welfare and statistics organizations and CSOs supporting WMWs. SAF is also supporting the Department of Foreign Affairs to develop SOPs for Referral Mechanism at the Embassies including an in-take form to collect and analysis administrative data on violence against women migrant workers (see also output 2.1)

In **Viet Nam**, four women social workers from the Viet Nam Women's Union and 17 counsellors of CSOs (all of them women)¹⁰⁸ learned how to systematize administrative data in cases identified through hotlines for survivors of violence. Through the training, the officers also identified the minimum data set¹⁰⁹ regarding cases of violence against WMWs that should be measured. Through the consultation, the participants agreed on the minimum data set and since then, have been applying it across the agencies.

Output 3.3

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

Campaigns to change attitudes and behaviours and to address VAW, TIP and gender-based discrimination

¹⁰⁷ These numbers are for narrative purposes only; CSOs were not counted in the results reporting for output indicator 3.2.2.

¹⁰⁸ CSO details are noted for narrative purposes only; they were not counted in the results reporting for output indicator 3.2.2.

¹⁰⁹ See the [SOPs guide](#) for the suggested minimum data set.

In total, **(740,730)** persons were reached in 2021 through regional and national campaigns challenging harmful social norms and gender stereotyping, including those where women and girls faced intersecting and multiple forms of discrimination. Twenty **(20)** SAF campaigns were developed and disseminated at the regional, national and local levels.

During the reporting period, new COVID-19 variants continued to affect the implementation of communications outreach and campaigns. COVID prevention measures included movement controls and limits on public gatherings. Notwithstanding the challenges, the programme was able to conduct its communications outreach and campaigns as planned, and began implementing the MTE recommendations in integrating the C4D elements to influence behavioural change where possible, targeting a small number of specific stakeholders, especially the youth, for communication interventions.

Regional outreach and campaigns

WMWs are often depicted using an array of terms and categorizations with stereotypical and negative connotations, among these “servant”, “helper”, “illegal”, “criminal”, and “victim” – expressions that implicitly refer to factors such as gender, race, nationality and immigration status. Such representations of WMWs contribute to negative perceptions of their roles within societies, inform public opinion, and shape public attitudes. These perceptions might also influence policies and the provision of rights, protections and services to these broadly stereotyped groups. Such subtleties are often overlooked, and are easily neglected as a topic for discussion.

Communications for development (C4D), including elements of promotion of rights, and the implementation of normative commitments, for empowerment of rights holders is critical. In 2021, building on various initiatives since 2018, SAF sensitized the media and built capacity among 48 media professionals through a webinar on the use of gender-sensitive and migratory-inclusive language in reporting and writing (reported under output 1.2). The webinar – Spotlight on Gender-sensitive Reporting in Journalism – served as a platform to engage with regional and international media and to discuss how word choice can contribute to a better understanding of, and a more positive public opinion toward WMWs. During the webinar, to promote discussion and critical reflection on the issues, SAF shared its knowledge product [Media-friendly Glossary on Migration: WMWs and Ending Violence against Women \(EVAW\) Edition](#). This contributed to regional and international media professionals gaining a better understanding of the impact of how words shape how WMWs are represented in the media. The Media-friendly Glossary on Migration has served as a guide for journalists, researchers and others who write about women’s labour migration and VAW, and comprised a key part of the SAF communications strategy in 2021. Through online promotion of using rights-based terminology, (11,437) related impressions were registered on Twitter.

“The event presented useful resources that can be shared among industry colleagues.” – a participant

“This is an insightful learning activity, so much to learn and unlearn because of the insights shared.” – a participant

Following the regional webinar, at national level, SAF supported a media sensitization workshops in **Indonesia**, **Malaysia** and **Viet Nam** to encourage media professionals to promote ethical and responsible reporting on the issues of WMWs. These workshops led to the production of a number of news articles and TV documentaries. (See section “Communications and visibility”, below).

At the regional level, in contributing to the global Generation Equality Forum,¹¹⁰ SAF actively engaged in the Asia-Pacific Regional Dialogue organized by the UN Women regional office for Asia and the Pacific to amplify the progress achieved in gender equality and anti-VAW, and to discuss remaining challenges, calling for stronger commitments to eliminate GBV in Asia and the Pacific. The regional dialogue was attended by 175 participants comprising youth activists, government officials and CSOs. During the dialogue, SAF's partners and key achievements were featured as major promising practices and lessons learned in the region, especially the NAPVAW in **Cambodia** and the national-level SOPs for foreign service officials in embassies and consulates from **Viet Nam**. The EU and members of the SAF CSO reference group and Spotlight global CSO reference group were also featured.

The official launch of the mid-term review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women (ASEAN RPA on EVAW), supported by SAF (see also output 2.1), engaged an audience of 7,000 people. The event was organized to commemorate the 16 Days of Activism against Gender-based Violence campaign, and during the event government representatives shared the key results achieved across ASEAN on policy/legal frameworks, access to justice, evidence-based data gathering to support ending violence against women and social norms change. Among the showcased achievements, those supported by SAF included the Indonesia protocol for handling cases of GBV and TIP of Indonesian WMWs during COVID-19 (previously reported in the 2020 annual report); the 3rd Cambodia NAPVAW (previously reported in the 2020 annual report); and the Philippines Babayang Biyahero Campaign.

Within the reporting period, the programme better acquainted the public with the key SAF messages regarding WMW rights and VAWMWs through various outreach opportunities. In the lead-up to International Women's Day, for example, SAF produced a human-interest story, drawing heavily from the voices of WMWs, calling for more protections for WMWs. The story was published on various websites, among these [Spotlight Initiative](#), [UN Women](#), and the [ILO](#).

It was also featured in the Generation Equality Forum 2021, and it was translated into French and published on the [AllAfrican](#). It reached a wider online audience of 1,481 on Facebook, and registered 2,016 impressions on Twitter.

On the occasion of ILO C190 Action Week, to free the world of work from violence and harassment, SAF was showcased as a good practice in a joint programme addressing gender concerns in the world of labour migration, trafficking and violence against WMWs. Organized by the Group of Friends on the elimination of VAWG, and led by the EU mission to the UN in cooperation with the NGO coalition to end violence and harassment in the world of work, the meeting provided an opportunity to share perspectives on violence and harassment at work; discuss global and country experiences, including on the process of ratifying Convention No. 190; and envisage further actions at the UN.

In conjunction with International Women's Day, SAF advocated for continued and accessible services for WMWs during the pandemic by promoting the online story series "[Lives on the Frontline: Reaching WMWs Amid the COVID-19 Pandemic](#)". Sixteen stories of frontline workers from the ASEAN countries were featured in an ongoing online campaign launched in 2020. In 2021, the story series promoted increased awareness of the importance of ensuring the availability of quality services for WMWs, as well as of acknowledging the essential role played by frontline service providers during the pandemic. Through the voices of frontline workers, the public could better understand the importance of keeping essential VAW services operational during the pandemic, as well as the challenges WMWs face in accessing essential services. The stories were promoted via a website and social media, reaching 14, 281 Facebook users and 32,779 Twitter impressions in 2021.

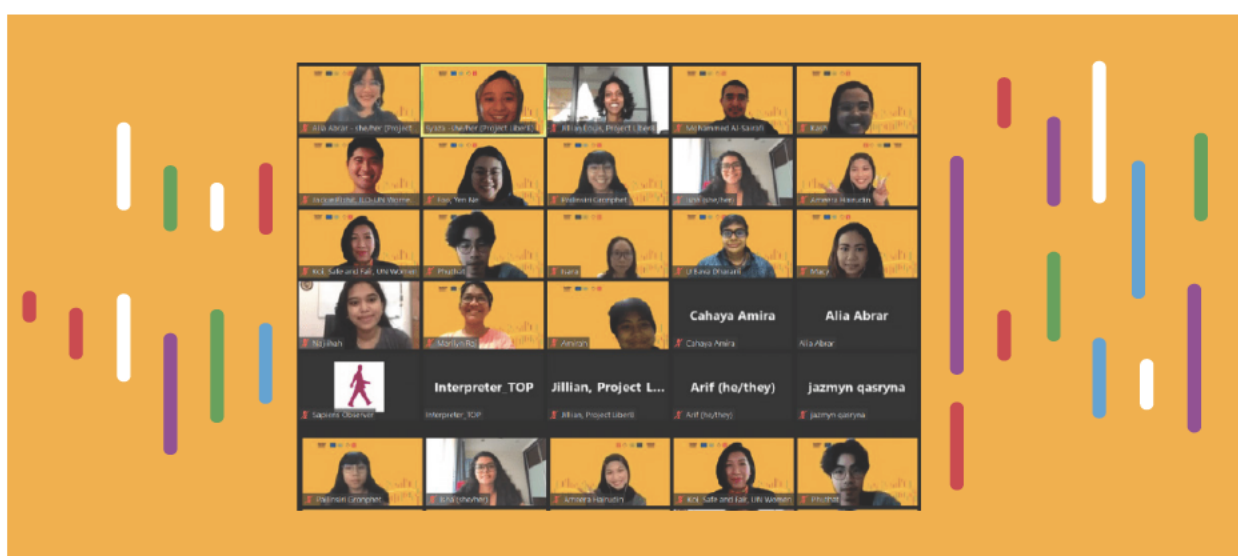
SAF continued the effort to promote a better understanding of WMW contributions to the societies and economies in countries of both destination and origin, as well as to address gender-based inequalities and violence during the migration process, and attitudes prevalent among the public and duty-bearers that "migrant workers should not enjoy the same treatment as local workers". As an "always-on" initiative, the video "[Call of duty](#)" (based on the findings of Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand) was reintroduced to the public, targeting duty-bearers in the ASEAN region. The video reached 4,041 online social media users on Facebook and achieved 19,082 impressions on Twitter. As a result, the public was better informed about women's labour migration and their contributions to countries of destination and origin.

SAF, through a partnership with IDWF, organized the [IDWF Exchange Programme: Online Film Screening and Discussion "Help Is on the Way"](#). In collaboration with Filmotor, the producer of the Help Is on the Way (HIOTW) documentary, the film was screened online, where participants were given an internal link to watch the movie by themselves on their own time. Reportedly, more than 200 people watched the documentary through the link, and 69 persons attended the discussion on March 28 (58 women, 11 men). Three speakers were invited into the sharing and

discussions: Ismail Lubis (the film director), Tari (one of the film characters), and Fish Ip (IDWF regional coordinator). By presenting the reality of MDW lives in Indonesia and Taiwan (China), the film and ensuing discussion brought to life the situation faced by MDWs before and during their migration, eliciting an empathy with characters and their journey, gathering and exchanging the knowledge and experiences of Indonesian MDWs in different destinations and origin sites, including Hong Kong (China), Malaysia, Singapore and Taiwan (China), as well as in East and West Java, Indonesia.

A total of 609 people were better informed about organizing and union membership, after appreciating the benefits of unionization as presented in two animated videos (in [English](#) and [Bahasa Malaysia](#)) produced by IDWF, SAF's implementing partner. The videos were used by PERTIMIG and AMMPO on their social media channels, including YouTube and Facebook. The videos aimed to introduce their unions to the public and to potential new members. They were also to be used in training and orienting members, as well as for other online workshops involving external partners and governments. As a result, the videos enabled their union members, including WMWs, to access information regarding labour organization as well as their rights as migrant workers. (See output 3.1.3.)

SAF participated as an exhibitor and a panelist in a talk show entitled “[You Go Girl!](#)” in the fourth ASEAN-EU Cooperation and Scholarship Day, a virtual event hosted by the EU (12–13 August). SAF showcased the EU-UN Spotlight Initiative's SAF programme work, and encouraged youth to become part of the solution in breaking negative stereotypes surrounding women's labour migration, and in promoting the positive contributions of WMWs to the countries of both destination and origin. More than 4,600 youth and members of the public from ten ASEAN Member States joined the two-day event, and 227 participants who joined SAF events enhanced their awareness and knowledge of the WMW situation in the ASEAN region, as well as of violence against WMWs.



In its continued effort to foster positive attitudes and behaviours towards WMWs, SAF designed a participatory workshop. “The Youth Perspective: Cross-border Forum” was a collaborative and creative platform to exchange knowledge and experience in solving problems relating to public attitudes towards WMWs in their countries. Informed by the MTE recommendations, the workshop integrated C4D elements targeting a specific group of youth in Malaysia, Singapore and Thailand, as countries of destination where changes in attitudes and behaviours could have a direct effect on the lives of WMWs. Fifty-six youth leaders from the three countries, including those from youth-led organizations and WMWs, participated in multiple workshops spanning November and December.

Youth-led organizations, WMWs and CSOs rarely have the opportunity to come together and make connections. This initiative was seen as valuable for all groups. Nearly all the participants left the programme feeling they had the knowledge and motivation to shift the negative attitudes they had witnessed – 87 percent of the youth participants were now more likely to talk to their friends and family about women’s labour migration and issues faced by WMWs, and 79 per cent of them had a better understanding of the issue of migration and the contributions of WMWs in their respective countries. The cross-border forum led to the creation of an informal youth network, which aims to share resources and meaningfully engage young people on issues of violence against WMWs and the impact of negative attitudes towards WMWs in the ASEAN region.

With respect to SAF’s work with ASEAN institutions, the programme continued to support the ACMW in developing the Public Campaign for Safe and Fair Migration in the ASEAN Region which, via the use of audio-visual products (AVPs), will provide comprehensive information on various aspects of SAF migration to migrant workers. One key aim of these AVPs is to promote awareness of exploitative practices within the region, with emphases on gender, types of occupation, and sectors where migrants are typically employed. In 2021, the research for the campaign materials was completed, and the ten national reports informed the writing of scripts and the development of storyboards for video productions. The Campaign is led by the **Philippines**.

National outreach and campaigns

In **Cambodia**, 20,423 people engaged through a radio talk show series aired on Facebook. Twenty episodes were organized during the reporting period in partnership with the Women Media Centre, covering the rights of WMWs; migration procedures; violence against WMWs; services available for WMWs; and things to consider during the COVID-19 pandemic.

In conjunction with the 16 Days of Activism against Gender-based Violence (16 Days), the Ministry of Women’s Affairs (MOWA) of **Cambodia** “oranged” the Ministry building to raise awareness about GBV, and to call for coordinated actions to eliminate VAWG. With the building lit up in orange, MOWA organized a social media campaign, with support from SAF, to raise awareness of VAW and to call for action. The campaign reached 16,145 social media users. In addition, through MOWA with support from SAF, a campaign to promote helplines and other services available during the lockdown reached 47,052 social media users.

The My Journey application (see also output 2.3), developed by Child Helpline Cambodia with support from SAF, was officially launched to mark International Migrants Day. The launch reached 96 people, including current and returnee Cambodian WMWs invited to share their positive experiences of labour migration and lessons learned from overcoming challenges.

In **Indonesia**, SAF CSO partners Yayasan SAPA, Mawar Balqis, KPI, Perkumpulan Damar, Yayasan Embun, and Kalyanamitra reached an online audience of 26,217 through campaigns organized during the 16 Days to increase awareness of VAW, including WMWs. The social media message focused on safe migration and information that women migrants should know before, during and after migration and women's rights. To reach a wider audience, [videos](#) were created with key information on violence against WMWs.

In conjunction with International Domestic Workers Day, SAF, through its MRC partners Indonesia Migrant Worker Union and Women Crisis Center Mawar Balqis, organized a village meeting on Law 18/17 on the Protection of Indonesia Migrant Workers and the rights protection of WMWs in three sub-districts in Cirebon, **Indonesia**. The village meeting promoted the role of former WMWs, and encouraged community members to get involved in the development of village policy and programmes to prevent TIP and labour rights violations. Twenty-one village members (85 per cent of them women) participated in the meeting. Former WMWs, women groups, youth groups, community-based organizations and village government, all of them improved their understanding of the protection of the rights of WMWs and the Law 18/17. See output 1.4 also for MRC outreach activities.

During the reporting period, through a forum on the Protection of Migrant Domestic Workers organized by a SAF-supported MRC in East Java, **Indonesia**, 61 women migrant workers in Blitar, Tulungagung, Malaysia and Hong Kong (China), including representatives from the Ministry of Manpower and BP2MI, were better informed about the prevailing situation among WMWs in **Hong Kong (China)** and **Malaysia** and about the Government's response to the protection of their rights through the implementation of Law 18/17. This forum led to a discussion about the MoU for Indonesian domestic workers in Malaysia. The forum suggested that PERTIMIG be consulted in the process of developing the MoU. At the event, the BP2MI's director also expressed her support for the ratification of Convention No. 189 to better protect the rights of Indonesian WMWs.

In the lead-up to International Domestic Workers Day, SAF-supported MRCs in Cirebon, Lampung Timur and East Java, **Indonesia**, conducted a virtual May Day Talk Show on the Implementation of Law 18/17 on the Protection of Indonesia Migrant Worker to strengthen coordination and women migrant worker rights protection. 56 people including WMW representatives, government officials, police officers, trade union representatives, CSOs, village government officials, community leaders and women's groups improved their understanding of the positive contributions made by WMWs, and of the impact negative attitudes had on them. Discussions included the need to end the stigmatization and discrimination faced by MDWs. Former WMWs who were survivors of violence shared their experiences with participants to raise awareness about safe migration and trafficking

concerns. The May Day talk show also empathized with the role of the village representative group (Village Task Force) in the development of village protocols or policies, and in preventing trafficking by providing authoritative information to all villagers.

Through a virtual talk show organized by a SAF-supported MRC in Blitar and Tulungagung in **Indonesia**, 62 participants including representatives from the district governments, migrant workers' unions, and returnee WMWs in Hong Kong (China) and Malaysia exchanged their knowledge and experiences during the pandemic. The dialogue focused on the government policy and programme to strengthen rights protection among Indonesia migrant workers, especially women during the pandemic. The dialogue was part of strengthening discussions between the Government and WMWs in the context of the implementation of Law 18/17 and labour rights protection.

108 members of the public, including representatives from the Manpower Office, **Indonesia** Migrant Workers Union (SBMI) and the Women Crisis Center Mawar Balqis improved their understanding of the MRC-LTSA integration through a virtual talk show organized by SAF-supported MRC. The talk show raised awareness regarding the importance of the implementation of Law 18/17 in a gender responsive manner. The MRC-LSTA is part of the implementation of Law 18/17, which gives the district government the mandate to establish LTSA for job placement and labour rights protection. These centres also play a critical role in providing information on VAW services and potential referrals. The SAF-supported MRC will thus strengthen the LTSA function for the protection of migrant workers, especially women.



In commemoration of the 16 Days of Activism, SAF in **Indonesia**, in partnership with AJI, organized an exhibition titled “Moving Together in Diversity, Inclusivity, and Resilience to Eliminate Violence against Women Migrant Worker”, showcasing reportage on the plight of Indonesian WMWs. The exhibition, which engaged with 142 visitors on site and online, was part of the ILO side event at the Human Rights Festival, which in turn was organized by the President’s Executive Office, the National Human Rights Commission, the International NGO Forum on Indonesian Development, and Semarang City Government. Held on 18 November, the exhibition promoted the rights of, and generated awareness regarding, the positive contribution of WMWs and the elimination of violence against Indonesian WMWs.

In conjunction with International Migrants Day, 75 participants from migrant workers and village communities, including prospective, active and former WMWs, were better informed about safe migration and migrant workers’ rights through a bazaar, Realizing the Protection of WMWs Starts from the Village!, organized by SAF-supported MRC in Blitar, **Indonesia**, in collaboration with the village government and the youth group Karang Taruna. The bazaar not only aimed to provide them with a space to sell their products, but also with a place to meet up and exchange knowledge and experiences about migration with each other.

In East Lampung, **Indonesia**, 100 community members including migrant workers (prospective, active, and former WMWs) were provided with authoritative information on the safe migration and prevention of TIP and VAW through various interactive activities. A talk show provided WMWs with the opportunity to engage in dialogue with policymakers and voice their concerns and aspirations through artistic means (poems and speeches). The information dissemination activity was conducted by the Ministry of Manpower Office, Village Government and CSO networks in East Lampung.

SAF-supported MRC Cirebon, **Indonesia**, in partnership with the Manpower Office Cirebon District, organized a village meeting with the Ministry of Manpower in Gembongan Mekar Village which was attended by 68 participants. The village had been assisted by the MRC, through its management programme, in improving delivery of services to WMWs and their families directly at the village level. The MRC had established a Village Task Force to eliminate risks of TIP and strengthen village-based management of migration, provision of services, and improved involvement of village officials in the migration process. During the reporting period, the MRC Cirebon distributed materials such as a standing banner on safe migration in accordance with the law, and information on the prevention of trafficking.

By way of a community awareness-raising activity organized by a SAF-supported MRC in **the Lao People’s Democratic Republic**, 88 people came to better understand VAW, TIP and the impact of negative attitudes towards WMWs. During the activity, the participants were also provided with information about support services available for them, especially in terms of job placement and labour rights violations, VAW and trafficking.

As part of a series of radio programme campaigns in **the Lao People’s Democratic Republic**, the Youth Radio Programme, based in Vientiane and organized in partnership with the Lao Federation

of Trade Unions, reached an audience of 15,615 listeners. Conducted in conjunction with the International Domestic Workers Day, and broadcasting live via [Facebook](#), the Youth Radio Programme raised awareness about the contribution of domestic workers as well as the challenges they faced, including violence, exploitation and trafficking. The live radio programme and Facebook Live session also raised awareness among the public of available services for WMWs. One of the speakers was a MDW returnee who shared her experience with the listeners, providing advice on (a) sources of credible information; (b) channels of migration and safety plans for travelling; (c) basic rights as a domestic worker; and (d) information regarding service providers in countries of destination, for example the hotline number 1300 in Thailand.

SAF continued to collaborate with the Youth Radio Programme in **the Lao People's Democratic Republic** by organizing a radio programme to engage with both youth and the general public. Together with the Lao Youth Radio FM 90, a radio talk programme on 25 November targeted listeners in Vientiane. Topics included the prevention of violence, available services for WMWs, and job opportunities for returnee women migrants. To ensure a well-balanced discussion, guest speakers from various sectors were invited, among them representatives of the Delegation of the European Union to the Lao People's Democratic Republic, the Ministry of Labour and Social Welfare, the Lao National Chamber of Commerce and Industry, the Lao Women's Union, and a representative of Lao youth. The radio talk programme was aired via [Facebook Live](#), and reached 18,600 people.



SAF continued to raise awareness and promote safe migration among community members in Savannakhet. 58 community members (31 of them girls), especially from among youth who aspired to work abroad, learned more about labour rights, social protection, safe migration pathways and

available services for WMWs. The outreach activity was organized in conjunction with International Migrants Day by SAF-supported Savannakhet MRC in collaboration with the Lao Federation of Trade Unions (LFTU) and Xayboully District Authority.

During the reporting period, 610 community members in Bokeo, **the Lao People's Democratic Republic**, learned about GBV and its prevention and about available support for women migrant returnees and survivors of violence. The community outreach and awareness-raising was conducted by SAF-supported Bokeo MRC in collaboration with the Provincial Federation of Trade Union and the Provincial Lao Women's Union. In this activity, community members, especially women, also had a chance to ask questions and debunk myths and misperceptions about WMWs. In addition, as part of a series of community outreach activities, SAF-supported MRC Savannakhet, the Lao People's Democratic Republic, in collaboration with the provincial LFTU, reached 251 people including 147 women through a community outreach activity where community members, including returnee workers and potential WMWs, learned more about labour rights, social protection, safe migration and available services for migrant workers.

As part of a series of community outreach activities, 154 students learned more about migration and VAW through an activity organized by SAF-supported MRC Bokeo, **the Lao People's Democratic Republic**. Senior and graduate students looking for jobs overseas heard advice regarding the risks of violence and trafficking as well as the availability of MRC services.

Building on work done in 2019 and 2020, the Advoc8 on the Road (University Edition) campaign reached 13,963 students across **Malaysia**. Advoc8 conducted online workshops aimed at increasing knowledge among youths about the nuances of women's labour migration and building the capacity of the students to implement their own public campaigns in their communities. A series of workshops were conducted virtually to raise youth awareness of the issue of women's labour migration, including VAWMWs. The workshops were part of a multi-pronged implementation strategy to engage youth on WMW issues. The initiatives integrated C4D elements, including participatory approaches such as simulated decision games on social media, IEC social media postings, and online forums. Use of social media was optimized to effectively reach the campaign target. Post-workshop surveys showed that students had increased their knowledge of issues related to women's labour migration, and demonstrated better attitudes towards WMWs. As a result of the Advoc8 campaign, participants went on to develop small-scale awareness-raising campaigns and materials of their own. These campaigns touched on various issues, including the rights of WMWs and gender equality.

In **Myanmar**, an event organized by SAF and other ILO migration projects under the theme "Towards stronger, resilient communities through safe and dignified migration for all", provided 150 migrant workers and their family members with better knowledge of safe migration and current migration policies in Thailand and Singapore. A panel discussion supplied an opportunity for potential migrant workers, including women, to engage with CSOs and local organizations and to share information about their services including VAW services. This information was also disseminated via social media, together with a [series of positive migration stories](#) that reached 40,989 Facebook users between 13

and 17 December. The information helped potential migrant workers make necessary preparations before their departure and gain better access to accurate information about safe migration for their family and communities, all of which enhanced their migration experiences.

“You should be sufficiently courageous to demand a weekly day off and to claim your entitlements. Use your income wisely. I would like to encourage you all to be alert and up to date on information that matters to your life while remaining at work in a destination country.”

– Nang Kyi Htwe, a Myanmar woman migrant domestic worker in Thailand.

In the spirit of the 16 Days of Activism and the International Migrants Day, 127 returnee **Myanmar** WMWs raised awareness of the heightened risks of violence during COVID-19 and amid the prevailing political situation in the country. The two online events discussed the driving factors of VAW and the roles of men and boys in ending violence against women. The audience was provided with access to the [regional ERAW service directory](#), available in the Myanmar language.

On 1 May 2021, in the **Philippines**, the NERS was launched online by DOLE and the NERS Task Force as part of Labor Day celebrations, with 428 stakeholders attending. In June 2021, the President issued Executive Order 140 Adopting the NERS. (See outputs 1.1.)

In the **Philippines**, again, various campaign initiatives were organized under the umbrella of Babaeng Biyahero, a national campaign established by SAF addressing safe migration and violence against WMWs. During the reporting period in particular, public hearings on ongoing legislative proposals increased awareness while seeking feedback from WMWs and CSOs. Two public dialogues to advocate the Gender Responsive and Inclusive Pandemic Management Act of 2021 engaged with 4,324 social media users (see also outputs 1.1 and 2.1). The dialogues invited representatives of women's CSOs supporting women survivors of violence and victims of trafficking to provide inputs to ensure the Act reflected on-the-ground WMW realities. The dialogues provided a platform for WMWs to express concerns regarding the bill for consideration by legislative staff members in the final version. Another dialogue on the Anti-Trafficking Act reached 693 people including WMWs. This dialogue advocated for urging legislators to build stronger laws to protect Filipino WMWs from trafficking and to support survivors. On International Domestic Workers Day, an online event organized to amplify the voices of migrant and local domestic workers reached an audience of 1,378 persons. Domestic workers invited as speakers shared their experiences and their needs and concerns, as well as their views on ILO Convention No. 189 and the local Kasambahay Law. The event aimed to increase awareness of the rights of domestic workers and to call for stronger support to improve working conditions among domestic workers. Furthermore, in partnership with the Pasig City government, an online campaign commemorated Women's Month in the Philippines (March). This aimed to promote available services and to advertise employment opportunities in Pasig to migrant workers and their families. The event reached 1,096 online attendees.

In the **Philippines**, on 3 May, the SAF event *Babaeng BiyaHero Bida Talks: Pinay Migrant Workers Advancing a Better Normal in the World of Work* commemorated International Worker's Day, and promoted SAF's *Babaeng BiyaHero Helpline* psychosocial service. The Helpline provides (a) a resource for survivor-centred, trauma-informed case management; (b) provision of remote psychological first-aid, counselling and referral services in coordination with government agencies to assist OFWs; and (c) psychosocial support for frontline service providers. The online session reached an audience of 3,913 online. In addition, this event saw the official launch of the [Babaeng BiyaHero Mobile Application](#), which provides WMWs with access to key information about WMW rights; (b) advice about where to get help in different stages of migration; and (c) information on health, police and justice, and social services. At the time of this writing 4,477 users had engaged with the application through its website and mobile app platforms (see output 2.1).

In connection with the global and regional Generation Equality dialogues, a national dialogue on inter-generational feminist dialogue was organized with 269 participants and reached an audience of 943.

An online targeted dialogue engaged with 668 Filipino youth. The campaign *Asking for a Friend: How Can the Youth Support our Filipina Migrant Workers?* was the first SAF Philippines campaign targeting youth in particular. The event aimed to rally youth support in the campaign for safe and fair migration for Filipino WMWs.

In the **Philippines**, a webinar provided 19 students with information regarding the realities of Philippine labour migration, especially with respect to women and violence against WMWs. The students were part of the foreign service programme at the University of San Agustin, in Iloilo City. Targeting youth and students who aspired to foreign-service employment, the webinar presented information on OFWs; international labour rights and human rights; treaties; and the role of governments as duty bearers. Students expressed appreciation of how informative the session proved, and reported that its coherent presentation of the concepts and topics gave them a clearer and broader framework of labour and migration issues, concepts and standards. As a result, the students gained deeper insights into international labour migration standards, and expressed interest in having further discussions regarding specific Conventions and principles, for example, which would be useful in their future work as foreign-service officers. Another outreach to youth, one that reached 27 students, was conducted at the University of the Philippines College of Social Work and Community Development in UP Diliman, Quezon City.

In the reporting period, SAF launched the #WOMENOFWSCANDOIT in Region 7 (Central Visayas), the **Philippines**. This was a replication of the ongoing #WOCDI programme in the National Capital Region (NCR), initiated in December of 2020. The launch of #WOCDI Region 7 pilot was supported by TESDA Region 7, OWWA Region 7, and the SAF Programme (see output 1.4).

In the **Philippines**, SAF reached 85 people through its online panel discussion entitled [Babaeng BiyaHero, Kasanayang Kayang-Kaya: Zoom Chikahan](#) (Skills that Women OFWs Can Achieve: Views and Conversations). The online event was held with panelists representing scholars from the various courses, accredited technical-vocational institutes (TVIs), and government agency partners. They discussed scholarship and livelihood opportunities; the motivations of the women and OFWs in taking the courses; how the new skills boosted their confidence and sense of empowerment; and their plans for the future. (See output 1.4.) In addition, 290 people accessed the information on the associated website. Participants reported feeling both empowered and better informed regarding opportunities to advance themselves, aware of the information and support services available to help them make informed choices in taking control of their own journey.

In **Thailand**, a series of Facebook radio programmes run by MAP Radio FM 99 MHz reached 84,969 listeners. During the reporting period, 32 such sessions informed WMWs about their rights while promoting services available to them. The radio series also called for actions from its listeners to support WMWs, especially those who have experienced violence.

A public event titled “Overcoming Barriers to Access to Protection of Migrant Women Workers towards Sustainable Development Goals”, organized by FLEP, Map Foundation and the Migrant Women Project with support from SAF reached 6,207 online users and 40 in-person participants. This event officially launched the local SOPs developed in Bangkok and Chiang Mai (see also output 2.2). In addition, a Q&A Facebook Page was developed for Myanmar migrant workers in Thailand, raising awareness of violence against WMWs, rights of migrant workers in Thailand, and services available to them. During the reporting period, this ongoing social media campaign, disseminated in the Myanmar language, reached 32,344 online users.

In **Thailand**, RTF used Facebook as a platform for teaching the Thai language to Cambodian migrant workers during the COVID-19 lockdown period in Thailand. It is estimated that this initiative reached more than 18,000 migrant workers and their family members.¹¹¹ The language posts included information on COVID-19 safety, as well as terms that could be used in daily life, enabling participants to better access information and services.

SAF had previously collaborated with UNICEF on a 2020 U-Report on youth attitudes towards migrant workers; in 2021, SAF used the findings of the U-Report to design interventions with youth in **Thailand**. In collaboration with Naresuan University, SAF organized an online workshop to better inform Naresuan University students regarding migrant worker realities and to build public support for migrant workers, especially WMWs. On 30 October, 200 students took part in the online workshop that debunked myths about WMWs, and which provided the students with accurate information about the positive contributions WMWs make to countries of both origin and destination. In a post-workshop survey, 66 per cent said that they understood the issues

¹¹¹ Since these were public posts, as of this writing the partners were still verifying the actual number of beneficiaries of the language classes. This information will be reported in 2022.

of migrant workers better. For 22 per cent of the total participants, the workshop completely altered their view on migrant workers.

In conjunction with International Women's Day, SAF harnessed social media to conduct a three-week nationwide campaign in **Viet Nam** on safe migration, aiming to raise public awareness and understanding of the contributions of WMWs and the challenges they face, while providing tips to ensure safe and fair migration among women. Through the social media audience targeting system, the campaign aimed at both men and women between 18 and 60 years of age, especially those living in areas with a high rate of migrants. The three-week campaign ended with a video podcast that reached 138,656 viewers online.



The annual “White Ribbon Breakfast” in **Viet Nam** – organized with support from SAF, UN Women, UNODC, the EU Delegation in Viet Nam, and ISDS – was attended by 39 justice actors, and chaired by the Deputy Chief of the Supreme People’s Court. The annual event is organized in commemoration of 16 Days, and encourages men’s engagement in ending VAW. In 2021, the session shared the importance of gender-sensitive adjudication, with special regard to understanding of the needs of the most vulnerable groups, for example WMWs, who are often left without a voice during the trial process.

Table 5. Rights holders (“beneficiaries”)

Indicative numbers	Direct for 2021	Indirect for 2021	Comments / explanations
Women (18 years and older)	2021 = 45,916 women ¹¹² (of whom 41,748 were WMWs) ¹¹³ Cumulative = 144,104 women (of whom 137,440 were WMWs)	TBD at endline	See footnotes

¹¹² 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.

¹¹³ This is composed of figures for indicators 1.3.1, 1.4.1-3, 2.3.1-2 and 2.4.1

Indicative numbers	Direct for 2021	Indirect for 2021	Comments / explanations
Girls (5–17 years)	2021 = 25 girls; Cumulative = 169 girls ¹¹⁴	n/a	See footnotes.
Men (18 years and older)	2021 = 73,929 men (of whom 14,276 were migrant workers); Cumulative = 164,454 men (of whom were 97,617 migrant workers)	TBD at endline	SAF engaged men and boys sharing information on VAW prevention and trafficking (unsafe migration) prevention, in quarantine centres, at MRCs, and as family members of WMWs who are integral in VAW prevention at home as well as (in some cultures) women's migration decision-making in families and communities. See also notes.
Boys (5–17 yrs.)	2021 = 7 boys Cumulative = 58 boys ¹¹⁵	n/a	See footnotes
TOTAL	2021 = 119,877 (of whom 45,916 were women and girl migrant workers) Cumulative = 308,785 (of whom 144,104 women and girl migrant workers)	TBD at endline	See footnotes.

n/a = not applicable

Challenges and mitigating measures

For this reporting period, SAF met the following challenges in implementing the programme.

Amid continued lockdowns, continued job losses, heightened risk of VAW, and increasingly challenging operating environments for CSOs and service providers, SAF supported life-saving responses; provided services and information through CSOs and MRCs; kept VAW shelters and hotlines in the countries active; supported quarantine centres in having protocols in place to protect women and girls; and enhanced the capacities of frontline workers to safely use technology for remote service provision.

In **Thailand**, a new hotline supported women, including WMWs who had experienced violence during COVID-19 with psychosocial care services. In the **Philippines**, the Babaeng Biyahero Psychosocial Support team provided psychological first-aid service to frontline workers who had been supporting survivors of violence during the COVID-19 pandemic.

¹¹⁴ IOM project with Muslim migrants and trafficked persons, which included services to 17 girls in 2021; 104 girls in 2020; 25 girls in 2019; and 15 in 2018. Total beneficiaries in the IOM project may have included the same individuals across services or years. RTF conducted functional literacy sessions in Thai for WMWs, including their children (eight girls) in 2021.

¹¹⁵ In 2021, RTF conducted functional literacy sessions in Thai for WMWs, including their children (seven boys). The IOM project with Muslim migrants and trafficked persons, which included 51 boys over 2018 and 2019. Total beneficiaries in the IOM project, as well as in SAF more broadly, may include the same individuals across the two years and across services provided, that is the same person might have been assisted in 2018 and in 2019, and counted in both years.

At the same time, COVID-19 protocols that required multiple testing and lengthy quarantines made providing services to WMWs and operating shelter services for TIP and VAW survivors more complex and more time-consuming. To mitigate these challenges, SAF worked closely with relevant line ministries, national law authorities, civil society, trade unions and employers' organizations to provide support services to WMWs in quarantine centres and locked-down campsites.

In **Cambodia** and in the **Lao People's Democratic Republic**, SAF coordinated closely with government partners at designated quarantine centres to provide women returnee migrant workers with survival kits, and to support trafficking survivors in having their documentation verified before being admitted to the safe shelter or reintegrated back into their community

In **Thailand**, when construction workers were sealed off in work/accommodation campsites, unable to leave the premises even to buy basic necessities, SAF and ECOT supported the distribution of survival and food kits among the migrant workers by channeling the assistance through ECOT members.

Throughout the year, frequent changes in government regulations in response to the pandemic – alternately tightening and loosening restrictions on public gatherings, meetings and internal movements – and the repeated exposure of partners and stakeholders to COVID-19, made planning and adhering to the SAF workplan a challenge. Timelines had to be shifted on short notice, and the implementation strategy had to adapt to constantly changing circumstances. While there was a general preference for in-person activities, some partners were reluctant to commit to meeting or training dates due to unpredictable changes in regulations. In some situations, previously agreed-upon meetings had to be postponed several times. Trainers and resource persons had to adapt to a hybrid format for delivery and managing two kinds of audiences – those who were physically present, and those who participated online. The ability of WMWs to participate in SAF activities depended on access to technology (internet data and equipment) as well as knowledge of how to use online platforms and tools.

In addition, the more the programme moved online, the more online meeting fatigue began to make it challenging to keep stakeholders engaged. With the support and creative inputs of SAF, stakeholders did eventually become more receptive towards conducting business online, though many expressed the opinion that virtual activities were inadequate substitutes for in-person activities. This was particularly the case for the implementation of training programmes that required a high degree of interpersonal interaction, and workshops and group discussions targeting stakeholders such as service providers and those that targeted WMWs directly. To counter these challenges to programme implementation, SAF adopted a number of strategies (some of which had been continued from 2020):

- SAF applied agile programme management procedures, adapting to rapidly changing situations on the ground. Frequent monitoring conversations with implementation partners were conducted throughout the year to better appreciate the practical challenges with

implementation. Where it was needed, implementation strategies were tweaked, and financial resources were allocated to support them. For example, trainings often had to be modified so they could be carried out over a number of sessions and/or with smaller groups. SAF supported the reallocation of resources to ensure that the capacity development of both WMWs and service providers on the frontline remained unhindered.

- For implementing partners, especially CSOs, SAF provided technical advice and guidance on reporting, and built their capacity to monitor and report results of their work. SAF also provided trainings on how to communicate more effectively in telling the stories of WMWs.
- Additional support was provided to participants and partners to facilitate the use of remote communication technologies. This was of special value to smaller grassroots civil society partners in helping them set up applications and build their capacity to use virtual communication and training tools. Social media, radio broadcasting, village audio broadcasting, and flyers/pamphlets were deployed for community outreach and awareness raising.

Myanmar was plunged into a dual crisis in 2021. Amid the COVID-19 pandemic, the military takeover caused political and social turmoil, including arrests of parliamentarians, political leaders, prominent social workers, journalists and artists. Thus, SAF had to respond to the following challenges:

- CTUM, SAF's social partner, resigned from the tripartite mechanism to end engagement with the military. 19 CTUM leaders then had their passports revoked and barred from foreign travel. Given threats to their personal safety, these leaders were in hiding from April 2021. SAF project data and records were destroyed during their escape to a safe haven, and CTUM requested that their collaboration (activities) with SAF be suspended until the end of 2021 and for support to staffing costs even during suspension of activities. After consulting with the relevant management officials, SAF accepted the request to resume support in 2022.
- The continuing political instability in Myanmar made it necessary to limit programming in that country. For example, SAF had civil society partners in Myawaddy, Kayin State, which was a highly sensitive security area due to escalation in ethnic armed conflict. Partnerships that had been due to start in early 2021 were finally signed only in December of 2021.
- The project had commissioned three gender consultants to support Migrant Resource Centres located in three LEO (government-run) MRCs from December of 2020. From February 2021, as per the UN engagement guidelines, the consultants were instructed to deliver services directly to beneficiaries instead of supporting and working together with MRCs in LEO offices. The contracts of the gender consultants who were supporting the LoiKaw and Aung Lan MRCs were not extended due to concerns regarding the safety of the consultants. The third consultant, in Hinthada Township, was able to renew her contract, and she continued with her assignment until August of 2021, when her personal security became critically threatened; from August, SAF lost contact with the consultant.

Despite the difficulties and security concerns that the consultants experienced, over 4,000 WMWs and their families in the three townships of Hinthada, LoiKaw and Aung Lan were supported in 2021.

- For returnee women migrants who suffered job losses because of COVID-19, handicraft training workshops and one-off cash assistance was provided in Thaninthayi region and Kachin State, through a partnership with WON.

In migrant worker countries of origin such as **Indonesia**, the **Lao People's Democratic Republic** and the **Philippines**, due to the repatriation of men migrant workers and WMWs – which, in the case of the Philippines, involved large numbers – there were important issues regarding livelihoods, reintegration and re-migration. Existing responses have been proving insufficient, and the risk of trafficking and unethical recruitment are high.

- SAF initiatives such as the labour market study series conducted with POEA developed a better appreciation among recruitment agencies of fair recruitment practices.
- In the Lao People's Democratic Republic, SAF engaged in discussions with employer's organizations on access to skills training. Similarly, in Cambodia discussions with vocational training institutes are ongoing.

Lessons Learned and New Opportunities

a) Lessons Learned

In 2020, SAF had to adopt to new online modalities of work. In 2021 such modalities became more systemized. SAF and its implementing partners successfully leveraged multiple communications platforms to improve communications and coordination at a time when travel and in-person meetings had been greatly curtailed, if not completely restricted.

Yet this “new way of working” also exposed a digital divide: in countries where investment in digital infrastructure was limited, frontline service providers, grassroots CSOs and MRCs had to overcome considerable challenges in supporting and providing assistance to WMWs and their families. For example, MTUC had to adapt to the pandemic lockdowns by carrying out their outreach work online. Via Facebook, they reached out to over one million migrant workers in **Malaysia** (greatly expanding their reach). However, it was difficult for them to accurately report on these numbers, given the nature of social media data analytics. Consequently, SAF has not included these online outreach numbers in its results framework.

Hence, service providers continued to request support from SAF to improve their skills in reaching out online to WMWs, especially to survivors of violence; and provide services through the safe use of technology.

In 2021, SAF analysis of social media posts and online searches in **Indonesia, Malaysia, the Philippines, Thailand and Singapore** revealed that CSOs working on violence against WMWs were rarely engaging with WMWs through social media. COVID-19 offered an opportunity for a shift in the way CSOs and service providers work and reach out to WMWs, especially those who experienced violence.

SAF continued to strengthen traditional outreach methods with a focus on sustainability. SAF built the capacity of certified trainers and peer educators who could train others, and supported knowledge transfer on safe migration, gender-equality, and ERAW information at the community level. In **Cambodia**, village audio broadcasting and distribution of information materials such as leaflets, booklets and GBV helpline cards proved practical and relevant to mitigate the fast-changing impacts of the pandemic.

“I was an undocumented migrant worker when I was working in Thailand. I think information provided through audio broadcasting in the village during COVID-19 is important because border crossing is still happening. In my case, if I know about the benefits of documented migrant workers, I could have access to health service easily. I believe that better information would help myself and other villagers to think and prepare more if we decide to work in a nearby country.” – Ms Srey Rana, 30 years old, Basedth District, Kampong Speu Province

In **Myanmar** where political instability has placed both organizations and individuals at risk, risk analysis and establishing emergency communications protocols have been crucial to the safety of SAF partners and consultants. To ensure the sustainability of programme activities in such uncertain situations, flexibility in project implementation has been necessary to continue service delivery to migrant workers during this crisis. In the case of CTUM, SAF suspended the programme implementation upon their request, and contracted independent consultants to carry out the MRC services when it was not possible for women to access the physical locations of the MRCs.

Digital media and family support. Families play a key influence in WMWs' decision-making. SAF MRCs provided outreach and services to both WMWs and their families. Repeated and consistent messaging is required to ensure that families play a supportive role, whether it be to keep copies of travel records so as to assist investigations should the situation arise, or to encourage good saving practices.

When it came to providing assistance to undocumented migrant workers abroad, MRCs had noted that, while individual brokers remained unaccountable, broker networks could help track and trace individual cases. Through such networks and the information that they provided, MRCs in **Cambodia** were able to successfully support a few undocumented migrant workers.

When vocational and skills training is provided in cooperation with government agencies, it sets the foundation for long-term sustainability, since the resources for such activities are allocated

not only from SAF's budget but also from government resources. In this regard, taking the time to build institutional relationships with duty bearers is vital because it will be the duty bearers who continue this work beyond SAF's implementation period. Their understanding of the gendered nature of migration and the issues surrounding women's labour migration remains key to the long-term continuity of migrant worker assistance and services.

With the reduction and, at times, de-prioritization of ERAW services during COVID-19, SAF strategically focused on providing technical support and advocating for the development of SOPs as a way to institutionalize a coordinated response to provide quality essential services for WMWs subject to VAW, including during COVID-19.

A coordinated response requires that key actors in government and civil society, in police and justice, health, and essential social services link with such migration actors as labour ministries, migrant resource centres, CSOs and embassies to join forces in an improved response to WMW needs. Following on from these efforts, SAF received a greater number of demands for support in this area, including from the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children.

b) New Opportunities

As a regional programme, SAF has been working with the ASEAN bodies as a strategic partner in ending VAW. SAF has been recognized as a key partner with specialized technical knowledge regarding VAW, including WMWs. SAF has also (a) fostered cross-border collaborations with partners to support WMWs throughout their migration journey; and (b) strengthened service provision and coordination across countries of origin and destination. In this regard, an unexpected opportunity arose in December of 2021, when the EU Delegation in **Myanmar** requested SAF assistance in repatriating 47 Vietnamese WMWs who had been trafficked in Myanmar. Coordinating with Eden Myanmar and Blue Dragon in Viet Nam, the Viet Nam and Myanmar SAF country teams successfully repatriated the 47 women. To promote a dignified return and to reduce trauma, SAF prioritized psychosocial support while continuing to provide reintegration and rehabilitation services in Viet Nam.

While online collaboration has certainly involved challenges (outlined above), it has also presented an unexpected opportunity for SAF to expand its work. Apart from increasing support to CSOs and partners in the safe use of technology and how to enhance their outreach to WMWs online, as outlined above; SAF has been able to expand cross-border knowledge-sharing activities for CSOs and grassroots organizations; and foster online opportunities for international cross-stakeholder discussions and youth engagement.

In the **Philippines**, SAF's online engagement with the POLOs opened access to the #WomenOFWsCanDolt programme to those OFWs who are currently abroad. Online collaborations between trade unions and workers' associations made it possible for partnerships to extend beyond referrals and case

management to organizing and empowerment, as evidenced by the creation of the Transnational Union of Filipino Domestic and Care Workers.

In 2021, SAF was able to engage and lead an interagency initiative on enhancing cross-border referrals within the framework of the GBViE working group, and this will be taken forward in 2022, when special attention will also be given to cross-border referral of VAW cases.

Considering the heightened risks of VAW and discrimination against WMWs during COVID-19, and in line with the MTE recommendation regarding the importance of engaging WMW family members and communities in preventing VAWMWS, SAF is leading a joint initiative with the Swiss Development Cooperation (SDC)-funded GOALs programme (implemented by the ILO, UN Women and IOM), to develop a regional framework on prevention of violence against WMWs in South and South-East Asia.

The political situation in **Myanmar** has disrupted the operations of SAF-supported MRCs and partners. In late 2021, together with the ILO S2S programme, SAF took an opportunity to plan a partnership with BBC Media Action to provide information to Myanmar migrants working (or planning to work) in Thailand online through Facebook. In addition to providing key information to migrant workers, the project will also build the media and communication capacity of service providers in both Myanmar and Thailand so that they can reach out to migrant workers more effectively. Due to the political situation, the project was delayed until January 2022, but through it service providers across destination and origin countries, in keeping with the recommendations of the MTE, will be building stronger linkages to reach out to vulnerable migrant populations.

The Royal Government of **Cambodia** has launched its Strategic Framework and Programs for Economic Recovery in the Context of Living with the COVID-19 in a New Normal 2021–2023. The Framework provides an opportunity for joint advocacy with UN agencies for the social protection and rights of WMWs. Through the SAF-supported EVAW helplines operated by the Ministry of Women's Affairs, SAF seeks an entry point for providing comprehensive services to WMWs subject to VAW. This includes an opportunity to adjust existing VAW administrative intake forms and invest in strengthening VAW administrative data, as well as to develop helpline and referral SOPs focused specifically on WMWs.

Natural disasters and public emergencies, while not foreseen, increasingly have to be factored in to SAF's work, especially in the **Philippines** where typhoons and flooding in 2021 disrupted SAF activities in the regions where SAF MRCs were located. Following Typhoon Rai (Odette) in December, SAF and other ILO programmes in the country are carrying out an impact assessment which has provided an opportunity to better understand the risks of trafficking and irregular migration in public emergency situations, and to establish evidence-based programming on how to address them.

Innovative, Promising or Good Practices

For further details please see Annex D.

Innovative and promising practices adopted by the SAF programme at the regional level included working with service providers across ASEAN for the adoption and promotion of safe technologies to provide remote service provision.

At the country level, the innovative, promising and good practices were also to be found in digitization of information and complaints mechanisms; provision of comprehensive reintegration services; engagement with youth; and integration of gender-responsive MRC services. See annex D for more details on the following case studies of SAF practices:

- Safe Technology for Remote Service Provision to Survivors of Violence, including WMWs – promising.
- Interactive Voice Response (IVR) Technology in Cambodia – innovative.
- OFW Reintegration Advisor and Referral Pathways in the Philippines – innovative.
- Digitizing Youth Engagement Across Borders – promising.
- Integrating MRC-LTSA: Providing comprehensive gender-responsive services – good.
- Gender Responsive and Inclusive Pandemic Management in the Philippines –promising.

Communications and Visibility

Given the ongoing COVID-19 pandemic during the reporting period, conducting physical public events was often not possible. Inter-agency coordination was instrumental in reaching and engaging the programme's audience and amplifying the programme visibility through their digital platforms and media networks.

In 2021, despite restrictions on public gatherings, SAF was able to effect changes in social attitudes towards WMWs. Campaigns focused on integrating C4D elements to influence behavioural change among members of the public, especially among youth, while ensuring WMWs' access to accurate information about safe migration pathways; disseminating COVID-19 related information; and promoting SAF-supported interventions and their impacts.

SAF aligned its communications objectives with those of the Spotlight Initiative in the following ways:

- **raising awareness of the prevalence of violence against WMWs** in the ASEAN region by (a) publicizing data and supportive facts; (b) offering creative messaging to key audiences that exhibited thought leadership on issues related to violence against WMWs; and (c) sensitizing the media to the issues;

- **illustrating and promoting the impact and results of SAF-supported interventions** by finding, sharing and promoting the stories of WMWs whose lives had been positively transformed by SAF-supported interventions;
- **providing communications for development support** to strengthen SAF implementation by influencing the creation and delivery of behavioural change and cultural shift activities, campaigns and initiatives; and
- **ensuring visibility for the Spotlight Initiative and its donor** by coordinating consistent and coherent branding, high-profile endorsements from social influencers, media placements, and public events and campaigns.

a) Overview

In 2021, SAF continued to use its research findings to contribute to its empirically informed campaigns to publicize VAWMW issues, including trafficking, and to change attitudes among the public. During the reporting period, SAF also took an opportunity to start implementing the MTE recommendations on integrating C4D elements within measures to influence behavioural change where possible, and to target a small number of specific stakeholders, especially the youth, for communications interventions.

There follow key results from the SAF communications and visibility effort for 2021:

- **news and media reports** – five media references to SAF's knowledge products on violence against WMWs and their recommendations (see output 3.1);
- **op-eds and articles** – one op-ed placed in five media, and one feature article;
- **campaigns and awareness-raising efforts** – 20 campaigns and awareness-raising activities conducted to shift attitudes and behaviours towards WMWs, address violence against WMWs, and promote positive contributions of WMWs; these campaigns and outreach efforts reached 740,730 members of the public (see output 3.3); and
- **human interest stories** – eight human interest stories were produced to amplify WMW voices to inform, influence and inspire people; these stories were published on Spotlight Initiative, ILO and UN Women websites and disseminated through social media.

b) Messages

In 2021, SAF brought attention on VAW issues in the context of labour migration through interaction with both targeted audiences and the population at large.

The programme employed consistent messaging tailored to the target audiences in terms of their knowledge background and available communication channels and activities. The messaging was supported by evidence in terms of data, statistics and reports.

The key messages of the Safe and Fair Programme included the following.

WMWs in the ASEAN region

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

WMWs have equal labour rights and protection

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

WMWs contribute to societies and economies

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

Solutions and calls to actions

- Men, women, employers or youth – everyone has a role to play in making sure work is safe and fair for the millions of women who are making ASEAN function. Find out how individuals can contribute at spotlightinitiative.org and join the conversation at #SafeandFair and #SpotlightEndViolence.

- Access to accurate information can have a positive impact on women's labour migration, in terms of the services they can access and the pathways open to them.
- Workers' organizations can play a significant role in supporting workers to advocate for their rights, especially for domestic workers, who can be particularly isolated and hard to reach in their places of work.

Taking into account the diversity and different backgrounds of the audience in terms of WMW knowledge and infrastructure, especially among the youth, governments, service providers and the public at large, SAF chose particular communication channels that would best engage with different audience groups (see table 6, below).

Table 6. Audience-specific communications tools and channels

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

c) Media and visibility events

Working with the media gives SAF an opportunity to convey expert perspectives on the issues of violence against WMWs, and to increase public attention to WMW issues in countries of destination and origin. Through op-eds, press releases, articles and media partnership, SAF ensured maximum visibility for the Spotlight Initiative and its donor wherever possible by coordinating consistent and coherent branding, high-profile endorsements, and media placements and public events. Notable media mentions are listed below.

- To express concern and raise awareness about TIP, especially in WMWs, SAF coordinated distribution of the op-ed “Capitalizing on the Pandemic: Profiteering from Human Misery Must Be Stopped” in conjunction with the 16 Days of Activism against Gender-based Violence. The op-ed emphasized how perpetrators and traffickers have been quick to adjust to the new environment during the pandemic by targeting those people made most vulnerable by the pandemic. It is necessary to be in solidarity with all those survivors and TIP victims. The op-ed was run by the following major media outlets in the region:

- [The Bangkok Post](#);
- [The Malaysian Insight](#);
- [The Edge Markets](#);
- [The Citizen News](#); and
- The Jakarta Post (Please see screenshot below)

Profiteering from human misery must stop

Migrant workers have made huge changes to their lives and work to adapt to COVID-19. So too have the human traffickers that prey on them.

Migrant workers, and especially women migrant workers have been particularly hard hit by COVID-19.

As with previous shocks, migrant workers have found themselves the first to lose jobs. They have borne the brunt of quarantines, curfews, lockdowns, and slow vaccine rollouts. Border closures and travel restrictions have prevented them going home or coming back to work.

All these measures were meant to flatten the infection curve and restore business and people's lives. No one could have predicted the unintended consequences on women and especially women migrant workers.

Service providers, trade unions, civil society organizations (CSOs) and Migrant Worker Resource Centres report that these conditions have escalated violence against women migrant workers, labor exploitation as well as the risk of human trafficking. The pandemic makes these issues harder to prevent and detect, leaving survivors struggling to access basic support, essential services, and justice.

With economic insecurity

By Panudda Boonpala, Sarah Knibbs and Julien Garsany
Bangkok

Panudda Boonpala is deputy regional director, ILO Regional Office for Asia and the Pacific. Sarah Knibbs is deputy regional director, a.i. and officer in charge UN Women Regional Office for Asia and the Pacific. Julien Garsany is deputy regional representative, UNODC Regional Office for Southeast Asia and the Pacific.

pushing individuals into taking more risks to find work, traffickers have been swift to take advantage. A study released in June 2021 by the United Nations Office on Drugs and Crime (UNODC) found that women, children and migrants remain particularly vulnerable to exploitation, trafficking and violence during COVID-19. A survey by the same also indicated how traffickers had adapted to the pandemic by recruiting victims online, capitalizing on people's desperation to find a job and increased time spent on the Internet.

It is clear that if we are to build back better from the impact of COVID-19, we need to build back differently.

New strategies are required to address prevention and protection gaps that have emerged from, or have been exacerbated by COVID-19. Tackling human traffickers as they ply their insidious trade online instead of in rural villages or at urban food stalls

is just one example. Far deeper embedded are the existing gender inequalities and decent work deficits which punish millions of women and push them to migrate to find a better life for them and their families.

The list of inequalities is a long one. Limited educational and occupational opportunities available to women, early and forced marriage, domestic violence, high levels of informal work, gaps in labor migration management as well as the high cost of regular labor migration all contribute to increased irregular and undocumented migration and migrant smuggling. This in turn, can so easily transform into human trafficking.

These challenges may seem insurmountable, but we have seen time and time again that through resilience and innovation complex problems can be tackled.

Governments already have the tools to confront violence, labor exploitation and human trafficking. They can put their long-stand-

ing commitments into action by reinvigorating coordination efforts, both within countries and across-borders, drawing on support from non-governmental partners and women's rights groups closest to those most affected.

Evidence driven policies and interventions to prevent abuses and hold perpetrators accountable must also be strengthened. We need to build on promising practices of the past to strengthen efforts to rise to the challenges of today. Survivors of violence must be provided with access to quality essential services to address their physical and mental health, safety and social welfare needs. They need the support necessary to heal, recover and regain their agency, autonomy, productivity, social functioning, and overall well-being.

As we commemorate the 16 Days of Activism against Gender-Based Violence and approach the International Day for Human Rights and International Day for Migrants, there is need for continued awareness raising on the conditions and issues faced by women migrant workers and trafficked women. Yet more than anything else, there is a need for action.

Action to help forge a world where respect, dignity and human rights prevail for all, and not just a few.

The Jakarta Post

- A feature article on Safe and Fair was published online by [CNN Philippines](#) on 24 September entitled “How This Helpline Is Assisting Filipinas in Crisis”. The article highlighted and referenced the SAF Babaeng BiyaHero campaign, information kiosk and support service under the [Babaeng BiyaHero campaign](#).

Press releases

- [Soft Launch of the Updated Labour Inspection Guidelines in Thailand](#)
- [Reaching Migrant Workers in Thailand amid the Tighter Lockdown Measures as COVID-19 Cases Surge](#)
- [Media Engagement to Improve Gender-sensitive Labour Migration Reporting](#)
- [The Integrated Gender Responsiveness-One Roof Services Office \(LTSA-MRC\) in Cirebon Receives Indonesian Migrant Worker Award from the Ministry of Manpower](#)
- [Voicing the Voiceless of Indonesian WMWs](#)

Through its partnership with HOME in Singapore, SAF was able to raise awareness throughout the reporting period of the rights of women migrants among the Singaporean public. Notable outreach included these measures:

- HOME – Migrant workers and criminal justice, a [statement](#) expressing concerns related to criminal justice system migrant workers are facing; (*from 2020, not captured in 2020 Annual Report.*)
- HOME – International Migrant Workers’ Day, a [statement](#) expressing concern for migrant workers in Singapore and recommendations*
- HOME – [Statement](#) on the abuse suffered by Piang Ngaih Don, a call for more protections for domestic workers; and
- [Recommendations](#) to enhance the criminal justice system for migrant workers reached.

In **Indonesia**, SAF, in partnership with AJI, Jakarta, promoted the principles of gender-sensitive reporting through a series of trainings designed to sensitize and build capacity among media professionals. SAF’s Media-friendly Glossary on Migration: WMWs and Ending Violence against Women (EVAW) Edition was used as a guide for reporters in producing news articles addressing abuse, harassment and violence, as well as to promote labour rights and the positive contributions of WMWs. As a result, ten selected media articles were produced to shine a spotlight on the issues of WMWs. See below for the list of selected articles.

- [The Suffering of Migrant Workers in the Opposite Country](#)
- [Migrant Workers in Hong Kong Suffer from Sleeping in the Same Room with Their Employers](#)
- [Migrant Workers who Fight with Writing](#)
- [Smart in Using Media, My Heart Rejoices](#)
- [Suffering Migrant Workers, Tortured at Work, Mental Disorder on Return](#)
- [Ida Farida Struggles for her Rights as a Migrant Worker](#)

- [The Hell of Indonesian Migrant Workers in the Malaysian Pandemic](#)
- [The Experience of Living in a Migrant Worker's Village: Returning Women Become Victims of Violence](#)
- [The Sad Stories of PMI, Being Victims of Sexual Violence until Being Hired in a Night Club](#)
- Suffer and Hope of Women Migrant Worker (three segments of a TV documentary)
 - o <https://youtu.be/cMwjKwG68ww>
 - o <https://youtu.be/JPuxalkkAW4>
 - o <https://youtu.be/uVczMlvLpWM>

In **Viet Nam**, 23 national media professionals were equipped with knowledge and skills through a media workshop on enhancing the role of media professionals in promoting safe and fair migration organized by SAF in collaboration with MOFA. Through the interactive exchange, participants developed a better understanding of the risks to violence and other abuse among WMWs due to gender barriers, and how ethical and responsible communication can help break the stigmas, stereotypes and discrimination against WMWs, and promote positive attitudes towards WMWs and their contributions. SAF's knowledge product *Media-friendly Glossary on Migration: WMWs and Ending Violence against Women (EVAW) Edition* was used as a guide for the press members for producing news articles. Following the workshop, nine articles were published to raise public awareness about safe and fair migration and to call for public actions to address gender-based violence against WMWs.

- [Enhancing the Role of Media in Promoting Safe and Fair Migration for Women Migrant Workers](#)
- [Enhancing the Role of Media in Promoting Safe and Fair Migration for Women Migrant Workers](#) (Vietnam News Agency)
- [WMWs Suffer Many Disadvantages](#)
- [Ethical and Responsible Communication Helps to Raise Equal Status for WMWs](#)
- [How to Make WMWs Safe?](#)
- [Promote Safe Migration, Prevent and Combat Human Trafficking](#)
- [Listen to WMWs](#)
- [Be Fair with WMWs Abroad: Perspectives from the Media](#)
- [Earning Money, the Position of Vietnamese Women Has Not Changed Much](#)

Besides media coverage of SAF interventions and services to WMWs, SAF's knowledge products were also cited by other research studies to inform policy and programme development. Notable references to SAF's knowledge products cited in research studies are listed below.

Table 7. SAF knowledge products cited in research

	Publisher	Knowledge product
1	The Global Knowledge Partnership on Migration and Development (KNOMAD)	Infographics, photos, videos, human-interest stories, social media products through online communications.
2	The C.190 European Alliance, Step Up Efforts towards Decent Work for Domestic Workers in the EU	Knowledge sharing, advocacy materials, infographics, videos through online platforms of the ILO, UN Women and partners, as well as through face-to-face activities.
3	The Employers' Resource Platform	Mobile women and mobile phones: Women migrant workers' use of information and communication technologies in ASEAN.
4	Asian Development Bank Institute Labour Migration in Asia: Impacts of the COVID-19 Crisis and the Post-pandemic Future	Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand
5	Differential Fairness: Native-Migrant Tensions and Policy Response in Singapore	National and regional policy dialogues, national consultations, knowledge-sharing and brainstorming events, knowledge products through both face-to-face and online distribution.
6	NCBI National Center for Biotechnology Information Search database	Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand
7	World Health Organization Regional Office for South-East Asia	Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand

d) Campaigns

See section "Results" (Not duplicated here to avoid repetition).

e) Human interest stories:

SAF would like to present stories of survivors of violence and duty-bearers. The links to the stories below also feature photos. The stories range in scope, geographically covering several ASEAN countries and including a range of stakeholders, including WMWs, CSOs, unionists and government officials.

**Empowering Myanmar domestic workers in Thailand**

Nan Zar Ni Myint is a domestic worker from Myanmar and a volunteer in her community, based in Bangkok, Thailand. She has mobilized her network of domestic workers to support other domestic workers in Thailand, especially during the COVID-19 pandemic.

[Link to full story](#)

**From migrant worker to labour unionist**

Learning from her experiences as an exploited WMW, Dina Nuriyati has become a tireless labour advocate and unionist, promoting better protection and services for Indonesian migrant workers in all cycles of migration.

[Link to full story](#)

**How women migrants in Thailand are stopping trafficking and gender-based violence in their communities**

San May Khine, a social worker in Thailand who was once a migrant worker herself, is supporting her fellow WMWs to move past experiences of violence and build a stable and bright future in a COVID-19 world.

[Link to full story](#)

**In Thailand, moves to stop trafficking in persons before it begins**

Phatthanapong Promphuttha is Chief of Social Work at the Welfare Protection Centre for Victims of Trafficking (WPCVOT) in Surat Thani, Thailand. The centre provides a shelter for women survivors of trafficking, provides legal and psychological counselling services and organizes training sessions.

[Link to full story](#)

**Supporting women migrant workers experiencing sexual harassment at work**

Claire is a 25-year-old Filipina who travelled to Dubai in July 2019 as a tourist. With no prospects of employment at home, she decided to stay on and look for a job to support her child and family.

[Link to full story](#)

**“I feel safe here” – defending the rights of women migrant workers in Singapore**

WMWs play an important role in Singapore, where the Safe and Fair Programme is being implemented under the Spotlight Initiative. Despite providing valuable domestic and care-giving services, many work in conditions that leave them vulnerable to exploitation, abuse and violence.

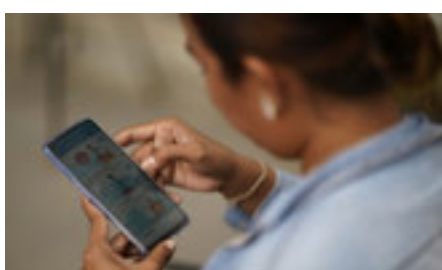
[Link to full story](#)



In Songkhla, Thailand, women migrant workers build economic empowerment and regain their pride and confidence

Su Htwe is a Myanmar migrant worker in Thailand, a mother of two, and a migrant construction worker in her community. The pandemic has brought her hardship in trying to earn a livelihood and support her family.

[Link to full story](#)



A mobile app making migration safer for Cambodian women

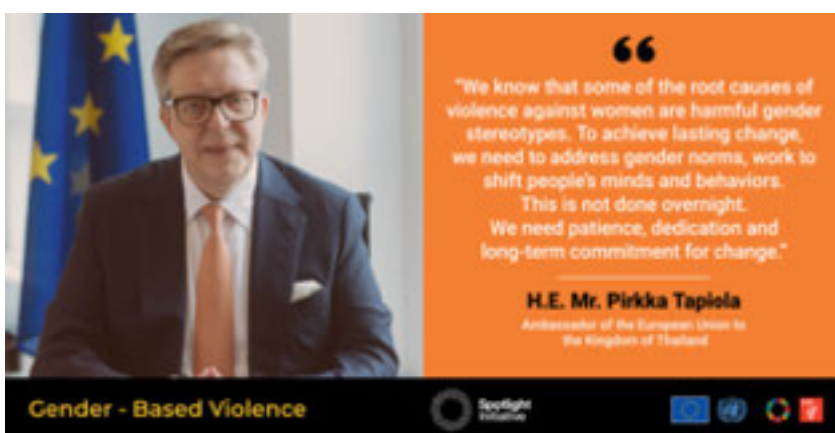
For a large number of Cambodian WMWs who live and work abroad, there are serious gaps in information and access to service providers required to ensure their safety and rights.

[Link to full story](#)

f) Testimonials:

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







“Violence against women is a disease that has caused enormous loss to economy and society. However, we have a vaccine against it through ensuring efficiency in responses to provide timely protection and coordinated services from all relevant authorities, including civil society organization.”

H.E. Dr. Ing Kantha Phavi
Minister of Women's Affairs Cambodia

spotlightinitiative.org/safe-and-fair



“Labour inspection has become more important than ever. We need to adapt and modernize labour inspection to cope with the challenges brought by the pandemic. Special attention should be given to discrimination against women migrant workers, violence and harassment, domestic workers, and forced labour.”

Apinya Sujattanan
Director General, Department of Labour Protection and Welfare
Ministry of Labour, Thailand

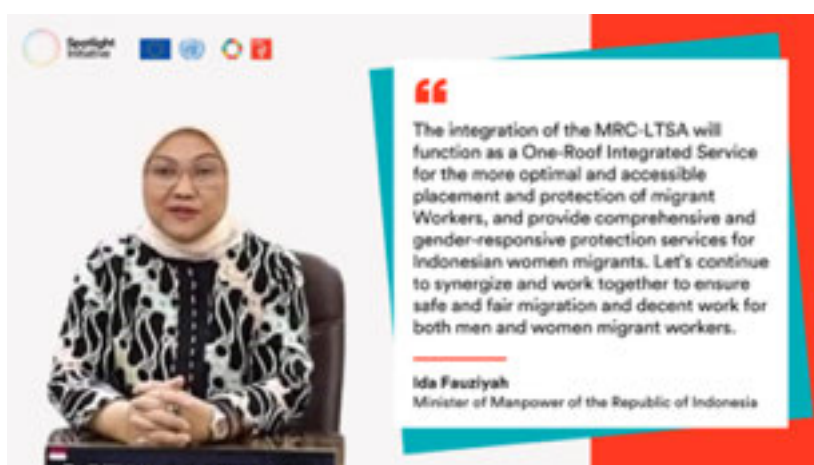


“Eliminating violence against women migrant workers is one of Vietnam's priorities. The Ministry of Foreign Affairs is committed to protecting all Vietnamese migrant women abroad from violence, trafficking and exploitation through close coordination with all relevant stakeholders.”

Luong Thanh Quang
Deputy Director General, Consular Department,
Ministry of Foreign Affairs (MFA), Vietnam

Gender - Based Violence











“Youth groups, women and feminist grassroots organisations are working on the ground, driving the most impactful work for the community, in both responding to and preventing violence against women. We need to listen to their voices and invest in their actions!”

Shamah Bulangis
Member and the Advocacy and Monitoring Co-Coordinator,
Global Civil Society Reference Group, Spotlight Initiative

Gender - Based Violence

Spotlight Initiative

“Our helpline is usually busiest at night. Migrant domestic workers have very long working hours. They get up around 5am and 6am and continue working until around 10pm or 11pm, at which time they have the ability to text us and reach out to us. Many of them do not have the luxury of picking up a phone and making a call.”



JAYA ANIL KUMAR
Case Manager
Humanitarian Organization for Migration Economics (HOME)

Spotlight Initiative

“When we were providing services during lockdown, the biggest change was having to work remotely. Although we are working from home, we are striving to not to lose the human touch in our service.”



TAN YIH JUN
Services Outreach Coordinator
Women's Aid Organisation

Spotlight Initiative

“
COVID-19 is a key moment that made technology almost a non-negotiable in the provision of services to abuse victims. We had to quickly figure out how to operate in this new world to actually make ourselves and our services available in a safe way for victims of abuse and violence, and for staff.”

— **SHAILEY HINGORANI**
Head of Advocacy and Research
Association of Women for Action and Research (AWAR)



Spotlight Initiative

“
IN COLLABORATION WITH SAFE AND FAIR, WE RECENTLY SET UP AN INTEGRATED GENDER-RESPONSIVE MIGRANT WORKER RESOURCE CENTRES (MRC) IN BLITAR AND TULUNGAGUNG DISTRICTS.

The MRCs will ensure the protection of Indonesian migrant workers and provide credible information and necessary services to women migrant workers, including referrals for women survivors of violence.”

Elly Rosita Silaban
President Confederation of All Indonesian Trade Unions (KORPRI)



Spotlight Initiative

“Protection of women's rights regardless of their immigration and societal status is in line with Christianity and the duty of all humanity.

Wildflower Home is glad to enhance our cooperation with the GBV networks in Chiang Mai in strengthening capacity to end violence against women and women migrant workers.”



By : Sister Anurak Chaiyaphuek
Director Wildflower Home

Spotlight Initiative



"Women migrant workers are often reluctant to seek help because they face barriers to accessing services. The MOU to be signed by the GBV networks in Chiang Mai will guide the coordinated services under the women's rights framework. It helps guarantee women migrant workers' access to essential information and services including health, social, police, and justice."



"There are several negative impacts of violence against women to the society, so we share our responsibilities to protect all women regardless of their nationalities or status. Violence is a threat to all women, be it Thai women or foreign women. So, we must join hands to advocate for the rights of all women to be free from violence and to essential support once violence occurs."



"Women migrant workers have their right to justice and reparation denied because of the discrimination on the grounds of sex, nationality, socio-economic status, and immigration status.

We cannot eliminate VAW unless we effectively guarantee the right to access justice to all women, regardless of their status."

“

During the pandemic outbreak, women migrant workers have faced exacerbated difficulties in accessing essential services...

Technology-based remote service delivery must be enhanced and strengthened to meet the increased demand to support women survivors of violence, including women migrant workers. ”

MOHAMMAD NACIRI
Regional Director
UN Women Regional Office for Asia and the Pacific



Spotlight Initiative

“



The positive representation of women migrant workers in the media can significantly contribute to understanding and perceptions surrounding them within societies, which not only inform public opinion but also shape knowledge and positive attitudes towards them.

Panudda Boongpala
Deputy Regional Director, S.O Regional Office for Asia and the Pacific

”

Spotlight Initiative



“

We are proud to join forces with ASEAN to accelerate progress in combatting violence against women to ensure a better protection and empowerment of all women and girls in ASEAN, including the most marginalized.

”




Sarah Knibbs
Office in Charge of the UN Women Regional Office for Asia and the Pacific

“

Violence against women in the workplace has existed for far too long. ILO and UN Women through the EU-UN Spotlight Initiative, have been mobilizing governments, employers, trade unions, women's organizations, and youth groups across ASEAN to address violence against women migrant workers.

SARAH KNIBBS
Deputy Regional Director a.i. of UN Women ROAP



Spotlight Initiative

GROUP OF FRIENDS FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN AND GIRLS

“

The integration of the MRC with the LTSA will strengthen service delivery and improve coordination between stakeholders at the central, subnational, and village level to ensure that the rights of all migrant workers, men and women, are respected.

Valerie Julliard
UN Resident Coordinator for the Republic of Indonesia



Spotlight Initiative

“

The gender-responsive services of the MRCs will address labour migration-related concerns, particularly the needs of women migrant workers who experience violence, harassment and trafficking. It is very important to ensure that all support services are accessible to all women migrant workers and their families.

Michiko Miyamoto
Country Director for the ILO in Indonesia and Timor Leste



Spotlight Initiative



g) Photos:



© IOM/Sasithorn Janjarasjit

Caption: Presenting personal and collective change in survivors of trafficking, SAF and the IOM assist survivors of trafficking, not only providing psychosocial support, but also inviting them on a learning journey towards economic empowerment, safe migration and women's empowerment.



© ILO

Caption: Following the first [Integrated Gender-responsive Migrant Worker Resource Center \(MRC\)](#), the second Integrated Gender-responsive Migrant Worker Resource Center (MRC) in Indonesia was launched on 29 November 2021 in East Lampung Timur District. With SAF support, the MRC operates on a multi-stakeholder partnership model between the Government, the Indonesian Migrant Workers Trade Union (SBMI) and Sebay Lampung, the Women Solidarity Organization.



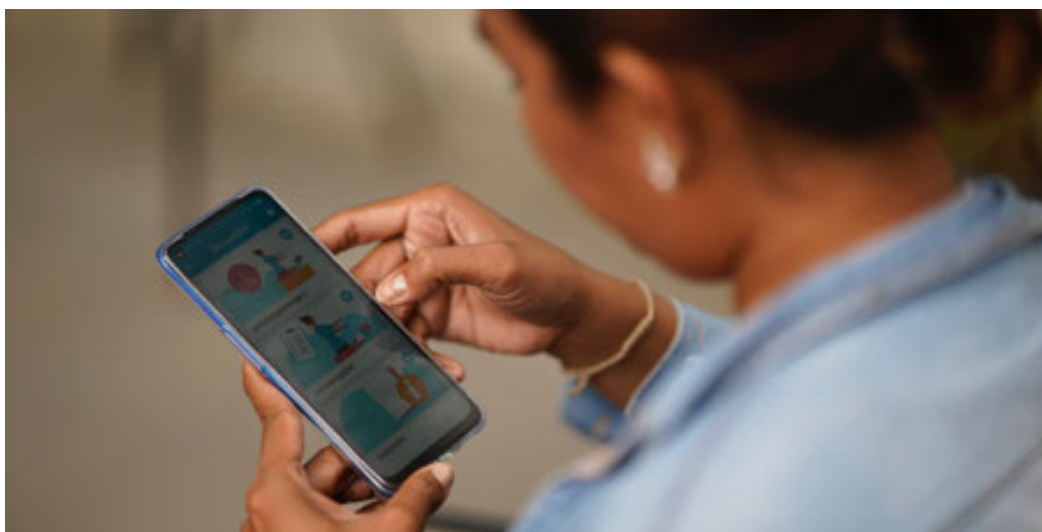
© ILO-UN Women/Wahid Choirul Amin

Caption: SAF, in partnership with the Alliance of Independent Journalists (AJI), Jakarta, organized an exhibition titled “Moving Together in Diversity, Inclusivity, and Resilience to Eliminate Violence against WMWs”. The exhibit, part of an ILO side event at the Human Rights Festival, showcased reportage on the plight of Indonesian WMWs. The exhibition generated awareness of violence against Indonesian WMWs, and promoted the rights to eliminate it.



© ILO

Caption: SAF, together with the Lao Federation of Trade Unions, organized a radio discussion via the Youth Radio Programme based in Vientiane, the Lao People's Democratic Republic. This broadcast was designed to raise public awareness of services available to WMWs. One of the speakers was herself a returnee WMW. She shared her experiences and advice with listeners, providing information on sources of credible information; channels of migration and safety plans for travelling; basic rights as a domestic worker; and safety contact numbers in countries of destination.



© UN Women/Lim Sophorn

Caption: **My Journey** is a new mobile application developed by SAF in partnership with Child Helpline Cambodia. This app is designed to provide safe and accurate information to potential migrant workers, especially concerning the rights and services available to them in destination countries. To maximize its user-friendliness, the information in the application is available to users of all literacy levels as texts, videos, animations or audios.



© UN Women

Caption: The “Babaeng BiyaHero (May I Help You)?” kiosks – initiated in cooperation with the Metro Manila International Airport Authority – provide passengers using international Terminals 1 and 2 at the Ninoy Aquino International Airport with better access to information regarding available services and contact information for the Embassies of the Philippines in the countries of destination. These kiosks distribute SAF to a wider audience, and support WMWs who are travelling by supplying them with key information.

h) Videos:

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

- [MUTE – Spotlight Initiative Campaign in ASEAN](#)
- [AMMPO - Domestic Workers Know Your Rights!!](#)
- [PERTIMIG: “PRT Migran Bersatu, Kita Kuat”!!](#)
- [Safe and fair migration through Migrant Workers Resource Center](#)
- [Chương trình An toàn và Bình Đẳng: Hiện thực hóa quyền và cơ hội cho lao động nữ di cư](#)

Next Steps

Objective 1

Regional

- Support to initiatives of the ASEAN Committee on the Implementation of the Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW) on (1) strengthening the focus on the concerns of WMWs in the laws and policies of ASEAN Member States, led by Viet Nam; and (2) training for ASEAN Labour Attaches, led by the Philippines.
- Pilot financial literacy skills' trainings to WMWs and their families.
- Strengthening the organizing of WMWs, including through regional and national capacity-building trainings of trade unions to organize WMWs and provide services to those who face violence.
- Coordination of partners for strengthening cross-border organizing of and access to justice by WMWs.
- In follow up to the ILO study on housing for migrant workers in the ASEAN region, SAF will support the implementation of the recommendations by raising awareness among stakeholders including employers, across ASEAN countries
- To achieve fair and ethical recruitment SAF and ILO will support capacity-building across ASEAN Member States, focusing on the licensing of private recruiters, and monitoring and enforcement of recruitment regulations.

National

- Review policy frameworks and implementation mechanisms to support migrant workers, especially WMWs, via technical papers, tripartite plus national consultations and regional cross-sectoral and inter-ministerial consultations on legal and policy interventions (Viet Nam).
- Organize trainings for government officials and the private sector on the ASEAN guidelines on mainstreaming gender/WMW issues into labour and employment laws, policies and practice (Viet Nam).

- Online repository of migrant health laws, policies, services, and recommendations on localization of migrant health policies and services (the Philippines)
- Finalize, and train enterprises on gender sensitive pre-departure training to strengthen safe migration for WMWs (Viet Nam).
- Support the operation and capacity-building of MRCs to provide gender-responsive services for WMWs.
- Conduct outreach, counselling, services to WMWs and their families; provide skills training to WMWs.
- In Thailand, SAF will support improving national standards on housing, including a dialogue with key stakeholders on this subject
- Support capacity building and development of tools for employers and private sector on improving capacity on legal obligations and sanctions focusing on violence and harassment in the world of work (Cambodia, Malaysia).
- Support for cross-border learning:
 - connecting employers' associations and recruitment agencies and cross-border MRC referral service in Cambodia, Malaysia and Thailand; and
 - connecting labour attaches, MRCS coordinators, service providers in Malaysia and countries of origin.

Objective 2

Regional

- Provide technical comments to governments and/or ASEAN on draft policy, accountability tools and legislation that aim to prevent and respond to violence against WMWs and trafficking:
 - ASEAN regional guideline on the development of national SOPs for coordinated responses to violence against women, including marginalized groups; and
 - ASEAN Regional Campaign on Ending Violence against Women and Trafficking in Persons (Phase 2).
- Capacity development for frontline service providers to improve responses to TIP and VAW.
- Finalize a regional study on the experience of violence against WMWs.
- Provide technical support to countries in ASEAN on enhancing quality coordinated service provision, including through a free online training course on violence against WMWs, to be hosted in the global UN Women virtual training centre.
- Support to national hotlines to provide quality VAW services to WMWs.
- Develop a regional framework on prevention of violence against WMWs and disseminate it through a regional workshop.
- Organize public discussions on violence against WMWs to raise awareness about the issue.
- Use the pool of local trainers to conduct trainings on quality coordinated service provision

National

- Finalize national- and local-level SOPs for essential frontline workers to provide support for women migrant worker survivors of violence (the Philippines, Thailand, Viet Nam).
- Support the implementation of National Action Plans on VAW (Cambodia, The Lao People's Democratic Republic, Malaysia).
- Contribute to the development of referral mechanisms for victims of human trafficking and sexual exploitation, including a national database on TIP victims.
- Implement the Service Mobile App (Interactive Voice Response) focused on VAW response, including migration, trafficking and exploitation.
- Support sub-national working group on GBV and Migration to improve and strengthen multi-sectoral response mechanisms (the Philippines, Thailand).
- Technical support to develop legislation on VAW or TIP, such that it includes the specific concerns of WMWs (the Philippines, Thailand, Viet Nam).
- Promote community-based interventions through awareness-raising activities on social norms around women's labour migration, preventing VAW and TIP, and promoting gender equality (Cambodia, Indonesia, Myanmar, the Philippines, Thailand, Viet Nam).
- Strengthen peer networks to support community-based networks to prevent VAWMW.
- National and provincial trainings on coordinated quality services for duty-bearers and service providers (Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Thailand, Viet Nam).
- Skills training and sharing of tools with frontline workers, including labour attachés, welfare officers and social welfare attachés, to enable the delivery of coordinated quality services (the Philippines, Viet Nam).
- Develop guidelines on referral and case coordination concerning violence against WMWs to be used by foreign affairs officials (the Philippines, Viet Nam).

Objective 3

Regional

- Support the ACMW with (1) developing safe migration videos as part of the regional multi-year campaign towards safe migration – continued; and (2) improving public perceptions of the positive contributions of migrant workers, led by Malaysia.
- Support the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children in the implementation of Phase II of the campaign on EVAW and trafficking.
- Research and produce knowledge products on estimates of WMWs, sectoral working conditions and migration costs
- Provide technical support to select countries on survey sampling to ensure sex-disaggregation of labour migration data. Technical support to Brunei, Cambodia, Indonesia, the Lao People's Democratic Republic, the Philippines, Viet Nam (follow up from 2021 workshops, continued work from consultants).

- Provide technical support to select countries on survey sampling to ensure sex-disaggregation of labour migration data, and on the rollout of the ASEAN VAW data guidelines in selected countries with reference to WMWs.
- Map and assess reporting, monitoring and inspection practices for the regulation of recruitment agencies, with particular focus on WMWs.
- Engage youth in cross-border exchanges on WMW rights, and organize high-visibility online discussions on heightened risks of violence against WMWs during COVID-19 and on good practice responses.

National

- Outreach and public awareness activities in nine countries on violence against WMWs during 16 Days, International Women's Day, International Labour Day and International Migrant's Day; engagement with youth; and campaigns aimed at tripartite-plus constituents – in particular employers, youth and duty-bearers – on good practices for changing attitudes and behaviours towards WMWs, drawing heavily from the voices of WMWs, especially survivors of violence.
- Sex-disaggregated data collection of VAW and labour migration data (Cambodia, Indonesia, the Philippines, Viet Nam).
- Develop information, education and communication (IEC) materials on VAW, TIP and gender-based discrimination against WMWs in migrants' languages, and conduct awareness-raising campaigns, disseminating the IEC materials to WMWs.
- Support for WMWs in joining national, regional and international events (including online).

Annexes

Annex A: SAF Results framework

Annex B: Risk matrix

Annex C: CSO engagement report

Annex D: Innovative, promising or good practices reporting template

Annex E: Annual work plans

Annex F (1): SAF MTE summary brief

Annex F (2): SAF MTE – Management Response

Annex G: Partnerships for SAF (Specific objective 3.2)

Annex A

Results Framework

Specific Objective Indicators								
Outcome Indicator ¹	Baseline	Target	Results for the reporting period	Cumulative results since start of Programme	On/Off Target ²			
Specific Objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance 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.	Complaints mechanisms/access to remedies		Complaints mechanisms/access to remedies		n/a to be measured at endline	n/a	n/a	
	Access to information and services		Access to information and services					
	Fair recruitment		Fair recruitment					
	Capacity to implement		Capacity to implement					
	Forced labour/trafficking		Forced labour/trafficking					
	Tripartite plus consultation		Tripartite plus consultation					
	Ratification of conventions		Ratification of conventions					
	Workplace conditions/inspection		Workplace conditions/inspection					
	Social security		Social security					
	Labour rights		Labour rights					
	Gender sensitive labour migration policies		Gender sensitive labour migration policies					
	1.2 Number of complaints successfully resolved for women migrant workers	0 complaints ³	1981 complaints	794 complaints				2193 complaints
Specific Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services								
2.1. Extent to which national laws, policies, plans and strategies are in-line with the normative frameworks on prevention and response to violence against women.	Data and analysis		Data and analysis		n/a (to be measured at endline)	n/a	n/a	
	Essential services		Essential services					
	Institutional capacity		Institutional capacity					
	Women's grassroots network		Women's grassroots network					
	Raise awareness		Raise awareness					
	Assist victims and survivors of...		Assist victims and survivors of...					
	Access to justice		Access to justice					
	Laws and policies on...		Laws and policies on...					
	National Action Plan on Ending...		National Action Plan on Ending...					

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

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

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

Outcome Indicator	Baseline	Target	Results for the reporting period	Cumulative results since start of Programme	On/Off Target
2.2. Quality of service outcomes for WMWs experiencing VAW	<div>BASELINE Quality services for women migrant workers experiencing violence across ASEAN</div> <div>Presence of services across ASEAN</div> <div><i>* = applicable only in Malaysia & Thailand as destination countries</i></div> <div>Service (see Appendix One for full details of services)</div> <div><div><div>1. Language*</div><div>2. Interpreters*</div><div>3. Culturally Sensitive*</div><div>4. International Coordination</div><div>5. Cross Sectoral Coordination</div><div>6. Data Collection</div><div>7. Health Information</div><div>8. Legal Standing*</div><div>9. Legal Support</div><div>10. Legal Options/implications*</div><div>11. Service Providers Knowledge</div><div>12. Availability of Services</div><div>13. Basic Psycho-Social Support</div><div>14. Shelter/Safety</div><div>15. Economic Support</div><div>16. Support person</div></div><div><div><div></div><div></div></div><div>% Services somewhat present % Services not present</div></div></div>	<div>BASELINE Quality services for women migrant workers experiencing violence across ASEAN</div> <div>Presence of services across ASEAN</div> <div><i>* = applicable only in Malaysia & Thailand as destination countries</i></div> <div>Service (see Appendix One for full details of services)</div> <div><div><div>1. Language*</div><div>2. Interpreters*</div><div>3. Culturally Sensitive*</div><div>4. International Coordination</div><div>5. Cross Sectoral Coordination</div><div>6. Data Collection</div><div>7. Health Information</div><div>8. Legal Standing*</div><div>9. Legal Support</div><div>10. Legal Options/implications*</div><div>11. Service Providers Knowledge</div><div>12. Availability of Services</div><div>13. Basic Psycho-Social Support</div><div>14. Shelter/Safety</div><div>15. Economic Support</div><div>16. Support person</div></div><div><div><div></div><div></div></div><div>% Services somewhat present % Services present</div></div></div>	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	<div>Geographical area: MY, TH, SG ⁴</div> <div><div><div></div><div></div></div><div>KAP Index</div></div> <div><div><div>12</div><div>13</div><div>29</div></div><div>MYSGTH</div></div>	<div>Geographical area: MY, TH, SG</div> <div><div><div></div><div></div></div><div>KAP Index</div></div> <div><div><div>12</div><div>13</div><div>29</div></div><div>MYSGTH</div></div>	n/a (to be measured at endline)	n/a	n/a
3.2 Number of governmental and civil society organizations implementing activities to protect the rights of women migrant workers in the ASEAN region.	0 governmental and civil society organizations (supported by SAF)	46 governmental and civil services organizations (supported by SAF)	116 govt. and CSOs ⁵ (supported by SAF) ⁶	326 govt. and CSOs (supported by SAF)	Achieved

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

⁵ Of which 64 are new partners and 52 are continuing partners; includes both technical support and financial support.

⁶ Note that this list includes trade unions, associations CSOs (inclusive of academic institutions, mass organizations), and government organizations. See Annex C for the cumulative list of CSOs funded by SAF. SAF funded 48 CSOs in 2021.

Output Indicators					
Outcome Indicator	Baseline	Target	Results for the reporting period	Cumulative results since start of Programme	On/Off Target
Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.					
1.1.1. Number of policy and legislative instruments provided with technical support ⁷ from the ILO or recommendations from tripartite stakeholders and women migrants.	0 policy instruments	20 policy instruments	21 policy instruments	45 policy instruments	Achieved
Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.					
1.2.1. Number of governments, employer, worker, human rights institutions and civil society representatives trained on implementation of gender-responsive policies and services for women migrant workers	0 training participants (supported by SAF)	10,000 training participants (50% women)	4,018 training participants (64% women) ⁸	6,328 training participants (63% women)	On target ⁹
1.2.2. Number of TVET institutions and skills training centers providing tailored skills training to women migrant workers in four countries	0 institutions (supported by SAF)	8 institutions or centers in at least 4 ASEAN countries	14 institutions in 2 countries ¹⁰	24 institutions in 3 countries	Achieved
Output 1.3: Opportunities for women migrant workers to organize at the regional, national and local level, to enhance safe and fair migration and address labour exploitation and gender-based discrimination is increased.					
1.3.1. Number of women migrant workers who join trade unions or are networked into migrant worker associations.	0 women migrants (supported by SAF)	5,000 women migrants	3,395 women migrants	6.605 women migrants	Achieved
1.3.2. Number of trade unions and migrant workers associations implementing cross border activities to address safe and fair migration, labour exploitation and gender-based discrimination of women migrant workers.	0 trade unions and migrant worker associations (supported by SAF)	6 trade unions and migrant worker associations	12 trade unions/ migrant worker associations	16 trade unions/ migrant worker associations	Achieved
Output 1.4: Access to authoritative information and integrated support services on fair labour migration, and risks of trafficking, exploitation and abuse is improved for women and members of their families, including through the use of innovative technology.					
1.4.1. Number of migrant women provided with support services	0 women migrants and family members (supported by SAF)	50,000 women migrants and family members ^{11, 12}	11,738 women migrant workers (of total 22,129 migrant workers and family members) ^{13, 14}	30,726 women migrant workers (of total 53,715 migrant workers and family members ¹⁵	Achieved
1.4.2. Number of migrant women benefiting from legal aid programmes					
1.4.3. Number of migrant women benefiting from skills development/ certification					
Output 2.1: Rights-based and survivor-centered approaches are integrated into laws, policies and practice on prevention and response to VAW to end impunity and improve women’s access to essential services, including justice, with a focus on women migrant workers.					
2.1.1.a 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 ¹⁶	1 laws/policies	3 laws/policies ¹⁷	Achieved

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

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

⁹ As of now, 63 per cent of the target has been reached.

¹⁰ 13 TVET institutions in the Philippines and one in Viet Nam.

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

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

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

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

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

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

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

Outcome Indicator	Baseline	Target	Results for the reporting period	Cumulative results since start of Programme	On/Off Target
2.1.1.b Number of laws and policies on EAW provided with technical support/inputs by UN Women ensuring integration of rights-based and survivor-centred approaches	0 laws and policies (supported by SAF)	6 ¹⁸	4 laws/policies	4 laws/policies	On target
2.1.2. Number of countries with dedicated national strategies/action plans on eliminating VAW, which include women migrants	0 countries (with national strategies/plans, supported by SAF)	3 countries ¹⁹	3 countries	5 countries	Achieved
Output 2.2: Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral service provision that responds to the needs of migrant women workers is strengthened					
2.2.1. Number of information systems strengthened for women migrants who access support services (health, welfare, police, justice) for survivors of violence and trafficking	0 information systems (supported by SAF)	12 information systems	11 information systems	13 information systems	Achieved
2.2.2. Number of referral mechanisms for follow-up services for women migrants by front-line service providers	0 referral mechanisms (supported by SAF)	9 referral mechanisms across 6 countries	7 referral mechanisms in 2 countries	8 referral mechanisms in 2 countries	On target
Output 2.3: Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to provide access to information and services and prevent violence and trafficking of women throughout the migration cycle, including through the use of innovative technology.					
2.3.1 Number of users of community-based and women-led networks supported by UN Women active in preventing VAW and trafficking	0 users (supported by SAF)	2,750 users	59,796 users	76,453 users	Achieved
2.3.2 Number of women migrants who are provided with information by networks.	0 migrant women (supported by SAF)	7,500 migrant women	19,428 migrant women	83,189 migrant women	Achieved
Output 2.4: Capacity of front-line service providers (health, social and criminal justice) to provide quality, coordinated services and collect and use data ethically to respond to the needs of women migrants experiencing violence and trafficking is enhanced.					
2.4.1. Number of women migrants who receive assistance from front-line service providers	0 migrant women (supported by SAF)	2,880 migrant women	4,327 migrant women	6,155 migrant women	Achieved
2.4.2 Number of front-line service providers trained to handle women's protection/trafficking issues in a coordinated manner	0 front-line service providers (supported by SAF)	1,040 front-line service providers	1,421 front line service providers ²⁰	3,498 front line service providers	Achieved
2.4.3. Number of joint task forces (linking, for example, criminal justice, labour, immigration and VAW) established on women's protection/trafficking.	0 joint task forces (supported by SAF)	6 joint task forces	9 task forces	13 task forces	Achieved
Output 3.1: Research, data and good practices on safe and fair labour migration for women, and violence that migrant women experience, are developed, shared and used to inform policy and programme development.					
3.1.1 Quality of participation of WMWs in international events.	0 blogs	10 blogs	4 blogs	7 blogs	On target
3.1.2 Number of media references to the content of knowledge products on women migrant workers.	0 media references	100 media references	5 media references	50 media references	Making progress ²¹
3.1.3 Number of research studies and knowledge materials produced and disseminated focusing on safe and fair labour migration, and violence against migrant women	0 research studies and knowledge materials	50 research studies and knowledge materials	34 research studies and knowledge materials (Additional 19 translations not included in count)	108 research studies and knowledge materials	Achieved

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

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

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

²¹ Media are reporting information and data from SAF publications, as well as writing about SAF's interventions. However, because the indicator only captures media references if these references mention SAF knowledge products, SAF does not count those media references that do not cite the knowledge product explicitly.

Outcome Indicator	Baseline	Target	Results for the reporting period	Cumulative results since start of Programme	On/Off Target
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 ²² (41% sex-disaggregated datasets)	65% total datasets (61% sex-disaggregated datasets) ²³	54% sex-disaggregated dataset ²⁴	54% sex-disaggregated dataset	Making progress ²⁵
3.2.2. Number of government personnel, including (government) service providers, who have enhanced capacities to collect prevalence and/or incidence data on VAW, including women migrant workers, in line with international and regional standards	0 government personnel	300 government personnel ²⁶	112	112	On target
Output 3.3: Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking, and gender-based discrimination of women migrant workers.					
3.3.1. Number of persons reached through awareness-raising campaigns to change attitudes and behaviors towards women migrants.	0 stakeholders	500,000 stakeholders ²⁷	740,730 stakeholders	6,868,383 stakeholders	Achieved
3.3.2. Number persons reached through campaigns to address VAW, trafficking and gender-based discrimination of women migrant workers. ²⁸					

²² When SAF's baseline and target were set, the target and baseline of 45% and 65% were set based on all data sets in ILMS, not the sex-disaggregated data sets. Thus, in parenthetical brackets below are the re-calculated baseline of 41% and the target (keeping a range of 20 percentage points) of 61%. This re-calculation may need to be reflected in any changes made at the time of the mid-term evaluation.

²³ 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.

²⁴ In 2020 also a 54 percent submission rate was reported. The 2021 submissions for sex disaggregated ILMS have actually increased but following the migration of ILOSTAT to a new system, 14 tables have been dropped which have affected 6% of the tables that SAF was tracking. Adjusting for the ILMS data loss, the submission rate for the ILMS tables that SAF is tracking is 54 per cent.

²⁵ As of end 2021, SAF has made progress; 13 percentage points has been reached out of the 20 percentage point baseline-target gap.

²⁶ The timeframe for the target is between 2021 and 2022; the new indicator with the target value was set based on the recommendation from the mid-term evaluation.

²⁷ 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.

²⁸ Per 10 September 2019 Project Steering Committee, it was agreed that the targets and reporting for indicators 3.3.1 and 3.3.2 be merged for joint reporting.

Annex B

Risk management report

Instructions: Kindly refer to the Risk Management Matrix in your approved Spotlight Country/Regional Programme Document to report in the below matrix on how your programme has managed all identified risks during the reporting period. Should new risks have arisen, please include them clearly in the Risk Management Matrix below, denoting [NEW RISK] and use this matrix moving forward. Please also update the section on 'Assumptions' as necessary.

Risk Assessment			Risk Monitoring:		Addressing the Risk:	Responsible Person/ Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?		Please include the mitigating and/or adaption measures taken during the reporting period.	
Risk	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Periodicity	Source for monitoring		
Contextual risks						
1. Many women continue to be denied mobility – out of their homes, shelters, countries of origin, workplaces and accommodations due to discriminatory and protectionist policies and cultural norms, also including in the context of COVID-19 pandemic	3	4	Rolling	News reports, CSO partners and conversations with ASEAN governments	<p>“Throughout the implementation, the programme continues advocating for the positive benefits of migration. In Myanmar, the ban on women migrating as domestic workers was removed.</p> <p>Continuous advocacy is needed noting both 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. The risk of linking protection from violence to the increasing of bans or restricted mobility for women migrants remains. The above is promoting opportunities for traffickers and unethical recruiters</p> <p>The risk of restricted mobility became even more apparent during the COVID-19 pandemic when women migrant workers couldnot leave homes or workplaces. The programme supported the advocacy efforts of the UN and CSOs on the importance to address abuse and violence experienced by women migrant workers through enhancing capacities of national stakeholders to provide services to women. This was true especially for migrant domestic workers and SAF supported DWs advocacy efforts along with services. The programme also supported partners to adopt safe technology-based solutions for remote service provision, especially during COVID-19. The programme engaged duty bearers and youth in addressing negative stereotypes and narratives describing migrant workers as carriers of the virus and in need to be contained.</p>	All countries in programme and RO team

Risk Assessment			Risk Monitoring:		Addressing the Risk:	Responsible Person/ Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?		Please include the mitigating and/or adaption measures taken during the reporting period.	
Risk Please include new risks, if any, denoting these with [New Risk]	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Periodicity	Source for monitoring		
2. Negative attitudes towards migrant workers continue to prevail. Perceptions of migrant workers as a potential virus carriers or taking away jobs meant for nationals during the pandemic contribute to formulation of policies and their implementation which restrict rights.	4	4	Rolling and end of programme	News reports , CSO partners, workers'organisations and end-line studies	<p>“Based on the research done by the programme this remains a risk as negative perceptions have remained or become worse in some countries of destination and especially with stigma associated with the pandemic, although there has been greater support expressed for women migrant survivors of violence.</p> <p>The risk of a surge in negative attitudes towards migrant workers became higher in relation with COVID-19, as migrant workers are even more stigmatized and perceived as virus carriers.</p> <p>Communication efforts are ongoing on developing a positive discourse of women's migration and sharing the outcomes of the research to generate discussions. The Programme is engaging with media to build relations with sympathetic journalists and with young people and public in general. Evidence-based campaigns to promote positive attitudes towards migrant workers and counter misleading rhetoric are being implemented. The programme continues to provide technical inputs towards rights based laws and policies including strengthened capacities for their implementation.</p>	All countries and RO team
3. Civil society activists working on issues related to women's rights, labour rights and violence against women reported restrictions in freedoms of speech with risks of arrests, detention, violence in the Philippines, Myanmar	4	3			SAF continues to monitor the situation on the ground to support its CSO partners, and continued to engage CSOs from all ASEAN countries for strategic and implementation support through a significant number of meetings and trainings (mostly virtually), in addition to their participation in the programme's governance meeting.	
4. COVID-19 has increased the risk of VAW and trafficking experienced by women migrant workers, as well as lowered their access to services and the quality and quantity of labour migration opportunities for them, both leading to increased gender, class and other inequalities, poverty, and mental and physical issues.	4	4	Rolling and end of programme	News reports, CSO partners, workers organisations and research by SAF and other partners	<p>SAF advocates the importance of maintaining or strengthening the availability of coordinated quality essential services for survivors of violence in an emergency context like COVID-19. SAF is advocating for the inclusion of the provision of VAWMWs coordinated services in COVID-19 response plans.</p> <p>SAF is concerned about the increased costs for women migrant workers who will now have to pay for COVID-19 related tests and quarantine, and is advocating strongly for social security, free health care, and maintenance of labour standards in workplaces, including freedom from violence and harassment. High cost of regular labour migration contributes to increased irregular and undocumented migration and migrant smuggling. SAF's technical support to laws and policies includes the not passing fees and costs to migrant workers.</p>	All countries and RO team

Risk Assessment			Risk Monitoring:		Addressing the Risk:	Responsible Person/Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?		Please include the mitigating and/or adaption measures taken during the reporting period.	
Risk	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Periodicity	Source for monitoring		
Please include new risks, if any, denoting these with [New Risk]					SAF's advocacy is through the provision of technical inputs on national and regional COVID-19 strategies and action plans, the development of technical and policy briefs and research, as well as inputs at dialogues and consultations. (See also related programmatic COVID-19 risk below) - SAF also enhanced skills of partners on the safe use of technology for remote service provision, to make sure availability of EAW services was maintained, although remotely.	
Programmatic risks						
4. Certain sectors employing large number of women migrant workers, in particular domestic work still need better legal coverage	3	3	Rolling	News reports, CSO partners, workers organisations and conversations with ASEAN governments,	The programme continues its advocacy efforts to include rights of domestic workers in the law and ratification of ILC 189. SAF supported domestic worker groups' advocacy which continues to take place in Indonesia, Malaysia, and Singapore particularly. Domestic workers across the three countries have lobbied for domestic workers inclusion in labour laws, as well as in acute COVID-19 relief. From regional end, the programme also put a spotlight on the plight of violence and abuse and rights of domestic workers during the pandemic through social media engagement. The programme is working to strengthen migrant domestic workers organizing through IDWF and development of a toolkit on organising.	All countries and RO team
5. 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.	3	3	Bi-annually	SAF research and dialogues with CSOs	Policy recommendations made by the programme include the needs of all women migrant workers. The programme prioritizes sectors that remain informal, such as domestic work. The programme is building capacities of front line service providers to provide services to all women migrant workers, including the undocumented. Through engagement with women's networks, the programme is including concerns of all women migrant workers, including undocumented and informal women migrant workers, in the programme. initiatives The programme is advocating for 'firewalls' (services given confidentially irrespective of status) so that all WMWS can access services, without being asked their migratory status.	All countries and RO team

Risk Assessment			Risk Monitoring:		Addressing the Risk:	Responsible Person/ Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?		Please include the mitigating and/or adaption measures taken during the reporting period.	
Risk	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Periodicity	Source for monitoring		
Please include new risks, if any, denoting these with [New Risk]						
6. Country specific risk- Myanmar- The political developments in 2021 in Myanmar have resulted in shrinking of space for CSOs and partners in Myanmar to work with women migrant workers. Furthermore there has been an increased risk to activists and partners. The environment has resulted in further regression in results achieved in 2018-2020. There are also fiduciary risks with partnerships which started prior to the political coup.	4	4 in the context Myanmar	Rolling	News articles and information from workers organisations and CSO partners	Given Spotlight's focus in ensuring the engagement of CSOs and women's movement in the initiative, the shrinking of CSOs political space in Myanmar and the difficulties experienced by CSOs in accessing resources remain a challenge for the effective and truly participatory implementation of the programme. Regular calls with the team in Myanmar were organized to monitor the situation. As per UNCT engagement guidelines in the country, the existing activities of each project had to be reviewed and reprogramed, including in terms of geographical coverage; currently, SAF does not have any engagement with the government. The programme is prioritizing the engagement of women migrant workers, CSOs, CBOs and women's networks in all meetings/dialogues and forums organized at country and regional levels. More agreements with relevant CSOs are being signed.	RO team and management for Myanmar
7. Implementing some sustainable initiatives in such an ever-changing context due to the COVID-19 pandemic, will be difficult. There is a need for continued financial and technical support to partners, especially with new emerging priorities. At the same time, there is the risk of a high turnover of staff, due to the upcoming end of the programme	4	4	Rolling and end of programme	NPAC meetings and other partner consultations	SAF is seeking a no-cost extension of the programme, developing new partnerships with other agencies to maximize synergies and will invest efforts to support resource mobilization.	All countries and RO team
8. Lack of adequate safe cross border cooperation to create a consistently safer environment along women migrant workers' migration pathways.	4	3	Bi-annually	NPAC meetings and other partner consultations	Safe and Fair is working towards cross-border cooperation in terms of: 1) Work at the ASEAN level enhancing government, employer, CSOs and union collaboration and networking across countries on women migrant workers' issues, including violence and abuses (service directories were established to facilitate referral and networking) 2) Work specifically with unions on cross-border agreements, networking and collaboration 3) ensure that labour attaches across the region are aware of the importance to prevent and respond to VAWMWs, through capacity building and engagement in regional dialogues.	All countries and RO team

Risk Assessment			Risk Monitoring:		Addressing the Risk:	Responsible Person/ Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?		Please include the mitigating and/or adaption measures taken during the reporting period.	
Risk	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Periodicity	Source for monitoring		
Please include new risks, if any, denoting these with [New Risk]						
Institutional risks						
9. Engagement of some relevant government departments and employers organisations/ recruitment agencies in project activities remains challenging.	3	3	Quarterly monitoring and annual/bi-annual NPACs	NPACs and regular meetings with these partners	The programme team has continued to engage with employers organisations and recruitment agencies in dialogues on VAWMWs across different countries. In a year of limited placement of migrant workers, engagement of Ras was limited as many were not functioning as usual.	All countries and regional team
10. Monitoring of partners activities on the ground poses a challenge due to COVID-19 restrictions (travel related among others)	3	3	Rolling	NPACs and regular meetings with these partners	SAF has increased the online support to partners, including through more extensive online trainings. Where possible, national staff have video calls with partners or meet in persons as much as possible.	
11. ROLE OF UNODC: There has been limited allocation for UNODC engagement in the project document. This limits possibilities of activities specific to anti trafficking.	3	2	Quarterly	Discussions with UNODC	Discussions are ongoing on engaging more strategically with the technical staff of UNODC	Regional team and senior management of ILO-UNWOMEN-UNODC
Fiduciary risks						
12. Implementing partners may not have capacity or understanding on disbursement of funds and collecting necessary documentation, especially those organisations which are small or have a small team dedicated to project activities of SAF	4	3	Rolling	Financial reports from partners and NPC monitoring role	The project has been continuously training partners on results reporting financial rules and regulations, permissible costs and need for documentation. This will be continued.	All countries in programme and RO team

Annex C

CSO engagement report

Please include any award signed since the start of the programme (or done with the pre-funding). Record the full value of the award (all tranches included), even if it extends beyond the reporting period.

Reminder that 30-50% of Spotlight Programme funds are to be delivered via CSOs. Of that funding to CSOs, 50-70% should be delivered via national, local and grassroots organisations.

Name of Recipient UN Organisation (RUNO) funding the CSO	Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO ¹	Primary Vulnerable/ Marginalised Population Supported by Award ²	Modality of Engagement ³	Total Award Amount (USD) ⁴	Is the awarded CSO sub-granting ⁵ or sub-contracting ⁶ to other CSOs (or neither)?	What total percentage of this award is planned for sub-granting?	What is the estimated planned number of sub-grantee CSOs?	What is the percentage of the Award that is going to core institutional support ⁷ to CSOs?	Total amount disbursed to the CSO by 31 December 2021	Total expenditure by the CSO by 31 December 2021	Is this CSO woman-led and/or women’s rights organisation (WRO)/ feminist CSO? ⁸	Is the CSO a new or existing partner? ⁹
SAF Specific Objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks															
SAF Output 1.1: Gender equitable and rights-based policies and legislation that strengthen safe and fair labour migration for women, and preventive counter-trafficking efforts, are formulated, in-line with international standards and guidelines.															
ILO	1	1.1	Jaringan Buruh Migran (JBM, Institute for ECOSOC Rights, Indonesia)	National	Migrant women and girls	Implementing Partner (IP)	\$63,339.00	neither	n/a	n/a	30%	\$36,865.00	\$26,974.00	yes	Existing
ILO	1	1.1	Center for Gender, Family and Community Development (GFCD)	National	Migrant women and girls	Implementing Partner (IP)	\$10,709.76	neither	n/a	n/a		\$10,709.76	\$10,709.76	Yes	New

¹ - International CSOs operate in two or more countries across different regions.
- Regional CSOs operate in two or more countries within the same region (i.e. Africa, Latin America, Asia, Caribbean, Pacific). In this case, a regional CSO is not one that operates in a particular region within one country.
- National CSOs operate only in one particular country.
- Local and grassroots organisations focus their work at the local and community level and do not have a national scope. They tend to have a small annual operational budget (for example, under USD \$200,000); to be self-organised and self-led; and to have a low degree of formality.

² 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.

³ - Implementing Partner (IP): Programmes may contract out particular activities for a CSO to implement.
- Grantee: Programmes may issue a broad Call for Proposals to which CSOs submit proposals for grant funding.
- Vendor: Programmes may engage with CSOs through a procurement process, such as purchasing services from a CSO or hiring a CSO for a training or other activity.

⁴ In this context, an “award” is any financial grant, contract, or partnership agreement with a CSO.

⁵ When a CSO issues grants to other CSOs who have submitted their own proposals for grant funding.

⁶ When a CSO contracts another CSO to carry out part of its own contract with a RUNO as part of a pre-defined TOR

⁷ The purpose of core institutional funding is not to finance the delivery of a programmatic activity, it also distinct from the overheads related to delivering said programmatic activity. It is usually used to support an organization’s overall institutional capacity covering general operations and core costs, such as paying staff salaries and office rent, buying equipment and ICT services, providing psychosocial support and health insurance for staff, to put in place new adaptative strategies and systems, or even to raise staff awareness and develop their capacities in technical areas. Institutional funding is multifaced and constantly evolving based on the organization’s needs.

⁸ 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 “No” if the above definitions do not apply to the CSO.
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.

⁹ To be considered a “new partner”, the RUNO has not engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.
To be considered an existing partner, the RUNO has engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.
Please select “No information available” if no information is available on if the CSO is a new or existing partner.

Name of Recipient UN Organisation (RUNO) funding the CSO	Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO ¹	Primary Vulnerable/Marginalised Population Supported by Award ²	Modality of Engagement ³	Total Award Amount (USD) ⁴	Is the awarded CSO sub-granting ⁵ or sub-contracting ⁶ to other CSOs (or neither)?	What total percentage of this award is planned for sub-granting?	What is the estimated planned number of sub-grantee CSOs?	What is the percentage of the Award that is going to core institutional support ⁷ to CSOs?	Total amount disbursed to the CSO by 31 December 2021	Total expenditure by the CSO by 31 December 2021	Is this CSO woman-led and/or women's rights organisation (WRO)/feminist CSO? ⁸	Is the CSO a new or existing partner? ⁹
SAF Output 1.2: Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased.															
ILO	1	1.2	Migrant Forum in Asia (MFA, implementing in the Philippines)	Regional (operates in at least two countries within same region)	Migrant women and girls	Implementing Partner (IP)	\$68,946.00	neither	n/a	n/a	n/a	\$21,531.92	\$21,531.92	No	Existing
ILO	1	1.2	Raks Thai Foundation (Thailand)	National	Migrant women and girls	Implementing Partner (IP)	\$154,370.31	neither	n/a	n/a	16%	\$53,660.71	\$53,660.71	No	Existing
ILO	1	1.2	Thailand Development Research Institute Foundations	National	Migrant women and girls	Implementing Partner (IP)	\$114,910.04	neither	n/a	n/a	32%	\$59,227.74	\$27,201.28	No	Existing
ILO	1	1.2	Alliance of Independent Journalists (AIJ)	National	Migrant women and girls	Implementing Partner (IP)	\$10,075.86	neither	n/a	n/a	30%	\$9,652.67	\$9,652.67	No	New
ILO	1	1.2	Atikha	Regional (operates in at least two countries within same region)	Migrant women and girls	Implementing Partner (IP)	\$341,959.00	sub-contracting	41%	5,00	10%	\$102,003.00	\$-	No	Existing
SAF Output 1.3															
ILO	1	1.3	International Domestic Workers Federation (IDWF)	International	Migrant women and girls	Implementing Partner (IP)	\$282,985.00	neither	n/a	n/a	26%	\$213,415.52	\$187,020.52	Yes	Existing
ILO	1	1.3	Justice Without Borders (JWB)	Regional (operates in at least two countries within same region)	Migrant women and girls	Implementing Partner (IP)	\$49,391.00	neither	n/a	n/a	n/a	\$27,615.00	\$11,159.13	No	New
SAF Output 1.4: Access to authoritative information and integrated support services on fair labour migration, and risks of trafficking, exploitation and abuse is improved for women and members of their families, including through the use of innovative technology.															
ILO	1	1.4	Persatuan Sahabat Wanita Selangor (PSWS, Malaysia)	National	Migrant women and girls	Implementing Partner (IP)	\$140,510.64	neither	n/a	n/a	47%	\$42,149.26	\$42,149.26	Yes	New


Name of Recipient UN Organisation (RUNO) funding the CSO	Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO ¹	Primary Vulnerable/ Marginalised Population Supported by Award ²	Modality of Engagement ³	Total Award Amount (USD) ⁴	Is the awarded CSO sub-granting ⁵ or sub-contracting ⁶ to other CSOs (or neither)?	What total percentage of this award is planned for sub-granting?	What is the estimated planned number of sub-grantee CSOs?	What is the percentage of the Award that is going to core institutional support ⁷ to CSOs?	Total amount disbursed to the CSO by 31 December 2021	Total expenditure by the CSO by 31 December 2021	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? ⁸	Is the CSO a new or existing partner? ⁹
ILO	1	1.4	Cambodia Women's Crisis Centre (CWCC)	National	Migrant women and girls	Implementing Partner (IP)	\$85,000.48	neither	n/a	n/a	58%	\$50,998.47	\$50,998.47	Yes	New
ILO	1	1.4	Tenaganita (Malaysia)	National	Migrant women and girls	Implementing Partner (IP)	\$56,221.57	neither	n/a	n/a	46%	\$35,091.47	\$27,642.74	Yes	Existing
ILO	1	1.4	Peaceway Foundation (MWG, Thailand)	National	Migrant women and girls	Implementing Partner (IP)	\$15,698.59	neither	n/a	n/a	20%	\$4,709.58	\$-	No	Existing
ILO	1	1.4	Foundation for Education and Development (FED)	National	Migrant women and girls	Implementing Partner (IP)	\$43,922.00	sub-contracting	97%	1 (Future Light Center)	n/a	\$13,117.00	\$13,117.00	No	Existing
ILO	1	1.4	NGO in Myanmar	National	Migrant women and girls	Implementing Partner (IP)	\$95,936.00	neither	n/a	n/a	26%	\$23,785.00	\$-	No	Existing
ILO	1	1.4	Village Focus International	National	Migrant women and girls	Implementing Partner (IP)	\$79,345.50	neither	n/a	n/a	37%	\$23,804.00	\$-	No	Existing
ILO	1	1.4	Humanitarian Organisation of Migration Economics (HOME, Singapore)	National	Migrant women and girls	Implementing Partner (IP)	\$351,493.62	neither	n/a	n/a	69%	\$201,494.96	\$153,002.94	Yes	Existing

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

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

UN Women	2	2.1	Para sa Sining Collaboratory Inc.	National	Migrant women and girls	Vendor	\$37,500.00	neither	N/A	N/A	N/A	\$19,500.00	\$19,500.00	No	New
UN Women	2	2.1	Lawyers Beyond Borders Philippines, Inc.	National	Migrant women and girls	Vendor	\$29,100.00	neither	N/A	N/A	N/A	\$7,275.00	\$7,275.00	No	New
UN Women	2	2.1	Global Rights for Women	International	Migrant women and girls	Vendor	\$30,500.00	neither	N/A	N/A	N/A	\$30,500.00	\$30,500.00	Yes	New
UN Women	2	2.1	Monash University	International	Migrant women and girls	Vendor	\$192,785.00	neither	N/A	N/A	N/A	\$192,785.00	\$192,785.00	Yes	New

Name of Recipient UN Organisation (RUNO) funding the CSO	Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO ¹	Primary Vulnerable/ Marginalised Population Supported by Award ²	Modality of Engagement ³	Total Award Amount (USD) ⁴	Is the awarded CSO sub-granting ⁵ or sub-contracting ⁶ to other CSOs (or neither)?	What total percentage of this award is planned for sub-granting?	What is the estimated planned number of sub-grantee CSOs?	What is the percentage of the Award that is going to core institutional support ⁷ to CSOs?	Total amount disbursed to the CSO by 31 December 2021	Total expenditure by the CSO by 31 December 2021	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? ⁸	Is the CSO a new or existing partner? ⁹
SAF Output 2.2: Capacity of regional, national and local government, social partners and civil society to implement policy for coordinated multi-sectoral service provision that responds to the needs of migrant women workers is strengthened.															
UN Women	2	2.2	Institute of Politics and Governance	National	Migrant women and girls	Vendor	\$74,500.00	neither	N/A	N/A	N/A	\$34,500.00	\$34,500.00	Yes	Existing
UN Women	2	2.2	TALIKALA (Philippines)	National	Migrant women and girls	Vendor	\$38,750.00	neither	N/A	N/A	N/A	\$38,750.00	\$38,750.00	Yes	Existing
SAF Output 2.3: Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to provide access to information and services and prevent violence and trafficking of women throughout the migration cycle, including through the use of innovative technology.															
UN Women	2	2.3	Quilt.ai	International	Migrant women and girls	Vendor	\$36,578.15	neither	N/A	N/A	N/A	\$16,006.15	\$16,006.15	No information available	Existing
UN Women	2	2.3	CARE International in Cambodia	International	Migrant women and girls	Grantee	\$249,500.00	sub-contracting	16%	100%	17%	\$172,398.30	\$13,820.39	Yes	Existing
UN Women	2	2.3	Child Helpline Cambodia (CHC)	National	Migrant women and girls	Grantee	\$249,000.00	sub-contracting	36%	200%	40%	\$215,709.30	\$210,071.31	No	Existing
UN Women	2	2.3	Yayasan Kalyanamitra	National	Migrant women and girls	Grantee	\$137,183.00	neither	N/A	N/A	3%	\$76,355.73	\$62,026.43	Yes	Existing
UN Women	2	2.3	Yayasan Sapa	National	Migrant women and girls	Grantee	\$87,228.00	sub-contracting	50%	200%	7%	\$57,054.38	\$57,054.38	Yes	Existing
UN Women	2	2.3	Perkumpulan Damar	National	Migrant women and girls	Grantee	\$58,803.00	sub-contracting	40%	100%	7%	\$38,036.19	\$38,036.19	Yes	Existing
UN Women	2	2.3	Center for Migrant Advocacy (CMA)	National	Migrant women and girls	Grantee	\$78,864.00	neither	N/A	N/A	32%	\$64,850.00	\$64,850.00	Yes	Existing
UN Women	2	2.3	Women's Legal and Human Rights Bureau (WLB)	National	Migrant women and girls	Grantee	\$81,500.00	neither	N/A	N/A	40%	\$52,900.00	\$36,900.00	Yes	Existing
UN Women	2	2.3	Development Action for Women Network, Inc (DAWN)	National	Migrant women and girls	Vendor	\$40,562.00	neither	N/A	N/A	N/A	\$25,762.00	\$25,762.00	Yes	New

Name of Recipient UN Organisation (RUNO) funding the CSO	Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO ¹	Primary Vulnerable/ Marginalised Population Supported by Award ²	Modality of Engagement ³	Total Award Amount (USD) ⁴	Is the awarded CSO sub-granting ⁵ or sub-contracting ⁶ to other CSOs (or neither)?	What total percentage of this award is planned for sub-granting?	What is the estimated planned number of sub-grantee CSOs?	What is the percentage of the Award that is going to core institutional support ⁷ to CSOs?	Total amount disbursed to the CSO by 31 December 2021	Total expenditure by the CSO by 31 December 2021	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? ⁸	Is the CSO a new or existing partner? ⁹
UN Women	2	2.3	Batis Center for Women Incorporated	National	Migrant women and girls	Vendor	\$18,900.00	neither	N/A	N/A	N/A	\$5,670.00	\$5,670.00	Yes	New
UN Women	2	2.3	Likhaan Center for Women's Health Inc.	National	Migrant women and girls	Vendor	\$43,200.00	neither	N/A	N/A	N/A	\$21,600.00	\$21,600.00	Yes	New
UN Women	2	2.3	Coalition Against Trafficking in Women – Asia Pacific	National	Migrant women and girls	Vendor	\$29,200.00	neither	N/A	N/A	N/A	\$8,750.00	\$8,750.00	Yes	New
UN Women	2	2.3	Engadin Corporation	National	Migrant women and girls	Vendor	\$11,960.00	neither	N/A	N/A	N/A	\$-	\$-	Yes	New
UN Women	2	2.3	Foundation for Labour and Employment Promotion (FLEP)	National	Migrant women and girls	Grantee	\$419,845.04	neither	N/A	N/A	46%	\$214,818.56	\$146,250.99	Yes	Existing
UN Women	2	2.3	Rights Beyond Border (RBB)	National	Migrant women and girls	Grantee	\$24,821.41	neither	N/A	N/A	41%	\$24,821.41	\$21,098.20	Yes	Existing
UN Women	2	2.3		National	Migrant women and girls	Grantee	\$306,813.94	sub-contracting	0%	400%	25%	\$106,128.60	\$86,538.25	Yes	Existing
UN Women	2	2.3	Institute for Social Development Studies (ISDS)	National	Migrant women and girls	Grantee	\$96,010.68	neither	N/A	N/A	20%	\$40,000.00	\$40,000.00	Yes	Existing
UN Women	2	2.3	National Association for Sikolohiyang Pilipino (NASPI) or National Association for Filipino Psychology)	National	Migrant women and girls	Grantee	\$10,000.00	neither	N/A	N/A	N/A	\$10,000.00	\$10,000.00	Yes	Existing
SAF Output 2.4: Capacity of front-line service providers (health, social and criminal justice) to provide quality, coordinated services and collect and use data ethically to respond to the needs of women migrants experiencing violence and trafficking is enhanced.															
UN Women	2	2.4	LEAD Women	National	Migrant women and girls	Vendor	\$29,473.00	neither	N/A	N/A	N/A	\$15,714.00	\$15,714.00	Yes	New

Name of Recipient UN Organisation (RUNO) funding the CSO	Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO ¹	Primary Vulnerable/ Marginalised Population Supported by Award ²	Modality of Engagement ³	Total Award Amount (USD) ⁴	Is the awarded CSO sub-granting ⁵ or sub-contracting ⁶ to other CSOs (or neither)?	What total percentage of this award is planned for sub-granting?	What is the estimated planned number of sub-grantee CSOs?	What is the percentage of the Award that is going to core institutional support ⁷ to CSOs?	Total amount disbursed to the CSO by 31 December 2021	Total expenditure by the CSO by 31 December 2021	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? ⁸	Is the CSO a new or existing partner? ⁹
UN Women	2	2.4	Business for Social Responsibility (BSR)	International	Migrant women and girls	Vendor	\$108,000.00	neither	n/A	n/A	n/A	\$80,000.00	\$80,000.00	No information available	New
UN Women	2	2.4	Women's Aid Organisation	National	Migrant women and girls	Vendor	\$49,946.02	neither	N/A	N/A	N/A	\$49,946.02	\$49,946.02	Yes	New
UN Women	2	2.4	Miriam College Foundation Inc. (WAGI)	National	Migrant women and girls	Vendor	\$83,515.91	neither	N/A	N/A	N/A	\$83,515.91	\$83,515.91	yes	Existing
UN Women	2	2.4	Center for Studies and Applied Science for Gender - Family - Women and Adolescents (CSAGA)	National	Migrant women and girls	Vendor	\$3,373.00	neither	N/A	N/A	N/A	\$3,373.00	\$3,373.00	Yes	Existing

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

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

UN Women	3	3.1	Chulalongkorn University College of Public Health	National	Migrant women and girls	Vendor	\$143,107.00	neither	N/A	N/A	N/A	\$28,512.85	\$28,512.85	Yes	New
UN Women	3	3.1	Equality Institute	International	Migrant women and girls	Vendor	\$56,157.88	UN Women	N/A	N/A	N/A	\$56,157.88	\$56,157.88	Yes	Existing
UN Women	3	3.1	Middlesex University	International	Migrant women and girls	Vendor	\$14,899.50	neither	N/A	N/A	N/A	\$14,899.50	\$14,899.50	Yes	New
ILO	3	3.1	Edge Effect	International	LGBTQI persons	Implementing Partner (IP)	\$160,006.00	sub-contracting	9%	2 (ASEAN SOGIE Caucus, and Migrant Forum Asia)	13%	\$136,000.00	\$94,000.00	Yes	New
ILO	3	3.1	Mekong Migration Network/ Asian Migration Centre	Regional (operates in at least two countries within same region)	Migrant women and girls	Implementing Partner (IP)	\$96,433.72	sub-contracting	28%	4 (Future Light Centre, Legal Support for Children and Women, Migrant Workers' Rights Network, North-South Institute)	3%	\$85,643.96	\$85,643.96	Yes	New

Name of Recipient UN Organisation (RUNO) funding the CSO	Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO ¹	Primary Vulnerable/ Marginalised Population Supported by Award ²	Modality of Engagement ³	Total Award Amount (USD) ⁴	Is the awarded CSO sub-granting ⁵ or sub-contracting ⁶ to other CSOs (or neither)?	What total percentage of this award is planned for sub-granting?	What is the estimated planned number of sub-grantee CSOs?	What is the percentage of the Award that is going to core institutional support ⁷ to CSOs?	Total amount disbursed to the CSO by 31 December 2021	Total expenditure by the CSO by 31 December 2021	Is this CSO woman-led and/or women’s rights organisation (WRO)/ feminist CSO? ⁸	Is the CSO a new or existing partner? ⁹
SAF Output 3.2: Capacity of relevant ministries and national statistic offices to produce and apply policy-relevant official data and analysis on women’s labour migration and violence against women migrant workers is improved.															
SAF Output 3.3: Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking, and gender-based discrimination of women migrant workers.															
UN Women	3	3.3	Sidekick	Regional (operates in at least two countries within same region)	Migrant women and girls	Vendor	\$55,941.55	neither	N/A	N/A	0%	\$7 ,991.65	\$7,991.65	No	Existing
ILO	3	3.3	Project Liber8 (Onyx Charity Association of Selangor)	National	Migrant women and girls	Implementing Partner (IP)	\$63,230.19	neither	n/a	n/a	46%	\$45,683.74	\$45,683.74	Yes	Existing
ILO	3	3.3	Centre for Domestic Employees (contracted through National Trades Union Congress, Singapore) (CDE)	National	Migrant women and girls	Implementing Partner (IP)	\$128,542.79	neither	n/a	n/a	n/a	\$39,111.52	\$-	Yes	New
UN Women	3	3.3	Winrock International (Implementing in Thailand)	International	Migrant women and girls	Implementing Partner (IP)	\$2,000.00	neither	n/a	n/a	n/a	\$2,000.00	\$2,000.00	Yes	Existing
UN Women	3	3.3	University of the Philippinines College of Mass Communications	National	Migrant women and girls	Vendor	\$10,600.00	neither	N/A	N/A	N/A	\$10,600.00	\$10,600.00	Yes	New
PROGRAMME MANAGEMENT COSTS (including pre-funding)															
				TOTAL AWARDS TO CSOs	\$5 353 145,15										

Annex D

Section A: Innovative, Promising and Good Practices

Guidance and Template on Innovative, Promising and Good Practices

As a Demonstration Fund, the Spotlight Initiative aims to demonstrate how a significant, concerted and comprehensive investment in ending violence against women and girls (EVAWG) and gender equality can make a lasting difference in the lives of women and girls and in the achievement of all SDGs. It is thus critical that innovative, promising and good practices, in the field of EVAWG and in the context of implementing a “new way of working”, have the potential for adaptability, sustainability, replicability and scale-up. ¹ This is both within the UN system and with various stakeholders to maximize the transformative potential of the Initiative. It is critical that these practices are documented and shared widely for uptake and continuous improvement to contribute to the evidence base and eliminate violence against women and girls.

This brief guidance and template ensures a common understanding of “Innovative, Promising and/or Good Practices” in the Spotlight Initiative. It provides a set of criteria to determine whether a practice is innovative, promising, or good, as well as a template for documentation. Please see the definitions just below / on the next page for further clarification. ²

State of a practice: good practice or promising practice?

The following set of criteria will help you to determine whether a practice is a good practice:

	Innovation, experience	Promising practices	Good practices	Policy, principles, norms
Level of evidence	Minimal objective evidence, inferences from parallel experiences and contexts. Lessons learned need to be drawn.	Unproven in multiple settings, anecdotal evidence, testimonials, articles, reports. Existing lessons learned that need to be further elaborated.	Evidence of impact from multiple settings, several evaluations, meta-analysis, expert review, cost-efficiency analysis, good practice criteria. Lessons learned integrated.	Proven in multiple settings, replication studies, quantitative and scientific evidence.
Replicability and potential applicability	New idea, no previous experience, highest risk.	High risk, but potential for further investigation.	Demonstrated replicability, limited risk for replicability.	Consistently, replicable, widely applicable.

Definition of an Innovative Practice

An innovative practice is a new solution (method/idea/product) with the transformative ability to accelerate impact. Innovation can entail improved ways of working with new and diverse partners; can be fuelled by science and technology; or can involve new social and business models, behavioural insights, or path-breaking improvements in delivering essential services and products, among other solutions. It does not have to involve technology; most important is that innovation is a break from previous practice with the potential to produce significant positive impact.³

Definition of a Promising Practice

A promising practice has demonstrated a high degree of success in its single setting, and the possibility of replication in the same setting is guaranteed. It has generated some quantitative data showing positive outcomes over a period of time. A promising practice has the potential to become a good practice, but it doesn't yet have enough research or replication to support wider adoption or upscaling. As such, a promising practice incorporates a process of continuous learning and improvement.

Definition of a Good Practice

A good practice is not only practice that is good, but one that has been proven to work well and produce good results and is therefore recommended as a model. It is a successful experience that has been tested and validated, in the broad sense, has been repeated and deserves to be shared, so that a greater number of people can adopt it.

³ Please refer to the [“Spotlight Initiative Guidance on Innovation”](#) for more information.

Title of the Innovative, Promising or Good Practice	Interactive Voice Response (IVR) Technology in Cambodia: Innovative
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (<i>When did the activity begin? When will it be completed or is it ongoing?</i>)</p>	<p>The Interactive Voice Response (IVR) technology, an automated system, has been piloted since late 2020 by the Cambodia Child Helpline 1280 (CHC), one of SAF's implementing partners. The IVR technology serves as an alternative platform to access information on safe migration, available GBV services, trafficking risks, migrant workers' rights, essential information on sexual and reproductive health and COVID-19 prevention, in connection with Helpline 1280. The IVR's contents reflect experiences and needs of women migrant workers; it intends to address information gaps challenging an informed choice for safe labour migration. Callers can choose to speak to a counselor or access the information directly via the automated system</p> <p><i>This relates to Spotlight Pillar 4 on Services, giving women migrant workers/survivors of violence a choice in accessing online services available.</i></p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The IVR provides a dual service:</p> <ol style="list-style-type: none"> 1) It provides information on violence against women, safe migration, trafficking, sexual and reproductive health, and COVID-19 health information 2) It gives callers a choice to either access the information in private via the automated system or to speak to a counselor should they want to speak about the details of their case and find specific support. <p>The technology is developed to provide a complimentary service for users, especially those who may not want to engage with counselors directly due to privacy concerns.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>IVR beneficiaries are potential and returnee Cambodian women migrant workers, including those who have experienced violence. It also strengthens the capacities of the helpline staff in developing and maintaining an automated information system with sensitive and technical information.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.</p>	<p>While traditional hotlines or helplines directly connects the caller with an operator, IVR works as a buffer between the two, so callers are provided with the opportunity to choose whether they want to share their experiences or talk to a counsellor immediately, or if they prefer to access accurate information directly without talking to anyone. They can always call back to speak to a counsellor when they feel comfortable or ready. This contributes to the (feeling of) safety and privacy of the caller who may have experienced violence, they are in control of the pace at which they can seek and be provided with assistance.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>As the IVR information covers both sensitive and technical data related to violence against women and safe migration, the quality assurance of the service is a must. SAF provided technical assistance to ensure the contents are accurate, gender-sensitive and survivor centered.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>During the reporting period, 50,878 users accessed IVR to learn more about violence against women, labour migration, labour rights, and available services in destination countries and in Cambodia on these issues. Easily accessible, and accurate information on violence, safe migration and trafficking plays a key role in reducing risks to trafficking and violence along migration journeys in the region, as it capacitates women with knowledge on prevention and addressing these risks. By allowing users to access information and services at their own pace, the IVR takes a survivor-centric approach by respecting the decisions and confidentiality of survivors of violence.</p>
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>Similar automated systems could easily be developed in the context of any hotline, in any language.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>Please see above.</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>The IVR technology is directly connected to the national helpline operated by the CHC which is supported by the Royal Government of Cambodia, particularly its Ministry of Posts and Telecommunications, including by providing the helpline for free. Having this commitment and support from the government will greatly facilitate its sustainability.</p>
<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	
<p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</p>	<p>See Output 2.3 in the 2021 Annual Report of SAF, for more details or contact: sophea.khun@unwomen.org valentina.volpe@unwomen.org</p>

Title of the Innovative, Promising or Good Practice	OFW Reintegration Advisor and Referral Pathways in the Philippines: Innovative
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p><i>The OFW Reintegration Advisor and Referral Pathways</i> is a referral system for overseas Filipino workers (OFWs), their families and other stakeholders for finding the appropriate reintegration services, provided by government agencies, employers, private sector, civil society, and others, at the national and local levels.</p> <p>The <i>Reintegration Advisor and Referral Pathways</i> will be one of the pillars of a sustainable, gender-responsive and rights-based reintegration system in the Philippines along with the proposed <i>Strategic and Policy Framework for OFW Reintegration</i>, and a <i>National Action Plan</i> for reintegration (also in drafting).</p> <p>The <i>Reintegration Advisor and Referral Pathways</i> puts together in one operational map or process flow (see schematic diagram) the reintegration-related services and service providers available to OFWs, based on six (6) reintegration pathways: 1) finding employment back in the Philippines; 2) pursuing skills development (reskilling, upskilling, skills recognition/certification) or higher education; 3) starting or expanding enterprises or livelihoods in the Philippines; 4) reintegration for survivors of VAW, trafficking or distress; 5) reintegration of OFW/migrant retirees; and 6) re-migration for work (if return for good is not yet possible).</p> <p>As affirmed by stakeholders during the consultations, the <i>Reintegration Advisor and Referral Pathways</i> is very helpful as it will enable OFWs, their families, service providers and stakeholders to identify and locate the necessary services and interventions they need in a more informed and efficient manner, based on the 'reintegration pathways'. Also, the services featured in the Reintegration Advisor and Referral Pathways are not restricted to one agency/provider but feature all the relevant agencies/providers offering the related reintegration services, ensuring services to women migrant workers are being provided in a holistic manner</p> <p><i>This relates to Spotlight Pillar 4 on Services, making high-quality, consolidated, essential services for women migrant workers available</i></p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The objectives of the <i>Reintegration Advisor and Referral Pathways</i> are:</p> <ul style="list-style-type: none"> • to function as a common, consolidated, 'one-stop' operational guide for OFWs and their families: ensuring access to updated/reliable information and reintegration services, being the 'go-to' tool for use and collaborative development by OFWs, their families, the government, migration/reintegration service providers, and other stakeholders; it is accessible to OFWs (returnees and those who are abroad), at all stages of the migration process (pre-migration, onsite, return/ reintegration); • to emphasize the gender-dimensions of Philippine labour migration and reintegration by highlighting services and programmes for women OFWs and their families, including harm reduction, social protection and family preparation services, together with reintegration pathways addressing reintegration needs/interventions for women; • to be used as a tool for training and orienting OFWs and families, on current migration/reintegration services/ programmes and to help support OFWs and their families on reintegration preparedness (to plan for reintegration before departure and while onsite) and find to find information or referral channels during the actual reintegration phase itself; • to provide an online portal for duty bearers (government agencies) and other service providers to update and maintain reliable and timely information on migration and reintegration services across the various reintegration pathways; and also to report upon the reintegration actions/interventions provided and the status of such interventions; • to collect disaggregated data on OFWs/families' use of the <i>Reintegration Advisor and Referral Pathways</i>, information sought, and reintegration services accessed.
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>OFWs (returnees, onsite, potential) and families of OFWs, especially women, to use, and to access reintegration information and services.</p> <p>Service providers (government, employers, private sector, civil society, etc.) at local and national level, as well as Philippine Overseas Labor Offices (POLOs) in key countries of destination are also engaged to provide, update and maintain information, as well as current information about service providers and referral channels for reintegration services/programmes.</p> <p>Migration advocates, CSOs, trade unions will also promote and use the Reintegration Advisor and Referral Pathways for the benefit of their constituents (i.e OFWs) for training, advocacy, organizing/networking, or providing referrals to service providers.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.</p>	<p>A consolidated tool like the <i>Reintegration Advisor and Referral Pathways</i> has not been attempted before in the Philippines. Currently, each agency/service provider has their own website/apps providing information only about their own services; the Reintegration Advisor allows for a common, one-stop platform to feature all of these services by the various agencies/service providers in an easy-to-access, user-friendly space. Also, current websites featuring reintegration services do not organize the services/programmes along reintegration pathways or intervention clusters (harm reduction services, social protection/family preparation, reintegration pathways) based on the reintegration need/intention of OFWs; this gap is addressed by the Reintegration Advisor.</p> <p>The <i>Reintegration Advisor and Referral Pathways</i> will entail collaborative maintenance, updating information and links/access to reintegration services, which creates a more complementary and collective platform to jointly promote services/programmes and reach OFWs and their families at local, national levels and also abroad. The <i>Reintegration Advisor and Referral Pathways</i> will capture disaggregated data (sex, migration status, country of work, job type, etc.) on the information sought after, and migration/reintegration services/referrals accessed. In the future, further development of the platform can also include updates on the interventions provided and the follow-up or status of these interventions.</p>

	<p>The <i>Reintegration Advisor and Referral Pathways</i> will serve as the common operational tool to map and provide access to concrete migration/reintegration services/programmes demonstrating the implementation of the national action plan (NAP) and the strategic and policy framework on sustainable and gender-responsive Philippine reintegration programme (both the NAP and the Strategic Policy Framework are currently being drafted).</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>The formal adoption of the <i>Reintegration Advisor and Referral Pathways</i> as a common platform, especially by government agencies and service providers, faced some challenges. To reinforce advocacy and secure formal endorsement, SAF brought onboard and got collaborative support of the ILO BRIDGE project, thus bringing together support from ILO, UN Women and IOM for this initiative. Also, the ILO country office (through SAF, BRIDGE, Ship to Shore projects of ILO) sought and received the formal endorsement of the National SCIMD (and key Regional SCIMDs) for the <i>Reintegration Advisor and Referral Pathways</i>. The SCIMD resolutions provide the support SAF needs to get all the key government and other stakeholders onboard for the common use of the <i>Reintegration Advisor and Referral Pathways</i>.</p> <p>In creating the information base and the digital portal to operationalize the <i>Reintegration Advisor and Referral Pathways</i>, SAF and BRIDGE have engaged an IT consultant to design the digital portals, and a research consultant to gather data on those service providers who are providing reintegration services/programmes.</p> <p>It is expected that hosting the information base and maintaining the digital portals, along with updating the information, especially referral channels for the reintegration services, will take a considerable amount of resources. The buy-in of all stakeholders is therefore key to ensure that adequate resources are allocated, which is why the endorsement of the national and regional SCIMDs are so vital.</p> <p>Another challenge will be to get OFWs and their families, both in the Philippines and abroad, to widely use the Reintegration Advisor to guide them on preparing, planning and implementing their reintegration plans. This will be addressed by the promotion of the platform by CSOs, migrants' associations, service providers and trade unions</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>The <i>Reintegration Advisor and Referral Pathways</i>'s operational concept and use as a common guide has been endorsed and supported by labour migration tripartite-plus stakeholders, especially through SAF and BRIDGE, and facilitated by the joint support by ILO, UN Women and IOM.</p> <p>In December 2021, the National Sub-Committee on International Migration and Development (National SCIMD) formally issued a resolution endorsing and supporting the development, use and promotion of the Reintegration Advisor as a common tool. This was further reinforced by similar resolution issued by the Regional SCIMD, SCIMD Region 6 (Western Visayas), to emphasize the role of the local governments, service providers and stakeholders in the reintegration process. SCIMD is the national inter-agency migration and development committee co-chaired by the National Economic and Development Authority (NEDA) and Department of Foreign Affairs (DFA). Each of the 17 regions of the country have their Regional SCIMDs, which are under the Regional Development Councils (RDCs). The SCIMDs bring together all the key migration-related government agencies (DOLE, POEA, OWWA, DSWD, DTI, etc.), local government units (LGUs), migrant organizations, academe, and civil society organizations.</p> <p>The endorsement allows the <i>Reintegration Advisor and Referral Pathways</i> to be jointly developed, promoted and used as a common tool by all the relevant agencies, to support and guide OFWs and their families on their reintegration needs.</p> <p>The <i>Reintegration Advisor and Referral Pathways</i> has been incorporated as part of the broader <i>Strategic and Policy Framework on OFW Reintegration</i>, and the <i>National Action Plan on Reintegration</i> (currently under drafting), thus making it an integral and specific tool of the Philippine reintegration programme.</p>
<p>Adaptable (Optional)</p> <p><i>In what ways can this practice be adapted for future use?</i></p>	<p><i>Reintegration Advisor and Referral Pathways</i> is part of the strategic and more comprehensive framework and action plan for a sustainable and gender-responsive Philippine reintegration programme. Thus, it is being developed to grow and evolve in conjunction with the comprehensive reintegration priorities and plans of the country.</p> <p>The schematic/operational flow of the Reintegration Advisor and Referral Pathways is a generic guide map, not time-bound nor agency or stakeholder specific. The intervention nodes and reintegration pathways can be populated with reintegration information, services or service providers depending on locality (specific hometowns/ regions), and various types of service providers (government and non-government). It can even be used in other countries of origin and modified or adapted to that country's reintegration services and stakeholders.</p> <p>The institutional support jointly provided by the SCIMD, government agencies, and key UN agencies will help make the Reintegration Advisor and Referral Pathways model/tool sustainable in the long term, even beyond the SAF project period.</p> <p>The digital portals of the Reintegration Advisor and Referral Pathways will allow for information, contact details and referral points for reintegration services to be continuously updated in the future.</p> <p>As recommended in the three reintegration consultations, SAF and stakeholders will advocate for the adoption, mainstreaming and institutionalization of the Reintegration Advisor, the Strategic Framework, and the National Action Plan to be part of the national sustainable and gender-responsive Philippine reintegration policy and programme included in the Philippine Development Plan and the operations of the newly-created Department of Migrant Workers.</p>
<p>Replicable/Scale-Up (Optional)</p> <p><i>What are the possibilities of extending this practice more widely?</i></p>	<p>Please see above.</p>

Sustainable <i>What is needed to make the practice sustainable?</i>	Please see above.
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: <i>Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</i>	See Output 1.1 in the 2021 Annual Report of SAF, for more details or contact: varona@ilo.org bharathi@ilo.org

Title of the Innovative, Promising or Good Practice	Safe technology for remote service provision to survivors of violence, including women migrant workers: Promising
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p>The COVID-19 pandemic brought restrictions on movement and limited in-person delivery of services which has highlighted the importance of the use of remote technologies for service provision. Women migrant workers who are experiencing violence and abuse face multiple barriers to access support services, especially in-person services; these barriers were compounded in the context of the pandemic.</p> <p>Remote technologies have thus become a central tool in providing information, support, and services to women subject to violence, although their use comes with certain risks that must be addressed to ensure that survivor-centered principles of safety, confidentiality and privacy are respected. Service providers often lack knowledge, resources and skills for providing services for women subject to violence through remote technology.</p> <p>SAF enhanced the capacities of frontline service providers, including CSOs in the ASEAN region, on using technologies and social media to engage with survivors and to deliver remote services to women migrant workers. This was done through:</p> <ul style="list-style-type: none"> • a series of webinars on safe technologies targeting service providers who have been shifting from in-person to remote service provision. The webinar series provided practical tips to frontliners on how to safely use online platforms such as Facebook, WhatsApp and Messenger for remote service provision, to respond to the needs of survivors of violence during the pandemic; • the development of two resource tools/briefs built on the critical knowledge shared during the webinar series, to provide guidance on making the mobile and remote technology approaches safe, appropriate and accessible for women, namely: <i>Safe Technology for the Provision of Services to Women Migrant Workers at Risk of or Subject to Violence</i> and <i>Remote Service Provision for Women Migrant Workers at Risk of or Subject to Violence</i>; and an analysis and evaluation of the reach, engagement and strategy of the “Babayeng BiyaHero” online campaign implemented by the Safe and Fair Programme in the Philippines (highlighted as a promising practice in SAF’s 2020 annual report), undertaken in partnership with Quilt.AI. The aim of the analysis was to learn about the impact of the engagement of influencers in campaigning, in terms of increased outreach of women migrant workers and survivors, to then replicate the experience in other countries. <p><i>This relates to Spotlight Pillar 4 on Services, making high-quality essential services for survivors of violence available online.</i></p>
Objective of the practice: What were the goals of the activity?	<p>The overall objective was to make information, support services and referrals more accessible to women migrant workers through the application of new technology and the use of social media, thus strengthening helplines and hotlines. Specific objectives include:</p> <ul style="list-style-type: none"> • enhancing capacities of the frontline service providers, including leaders of peer networks who are supporting women migrant workers remotely during the COVID-19, by using technology; • address and circumvent technology risks for safety for women, including women migrant workers, who are subject to violence and are utilising technology to access services; • improve the varying degrees of access to technology, and the technological skills, women migrant workers have; and • address the barriers, such as language to remote service provision for women migrant workers. <p>Both the webinar series on safe technologies and the Quilt.AI analysis of engaging influencers to increase outreach, included key safety and privacy information to apply when using online platforms to protect the safety and the privacy of survivors. The briefs provide important guidance with specific considerations for remote service provision</p>
Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.	186 CSO partners, service providers and members of peer networks of women migrant workers enhanced their skills through the webinars and dialogues. Although they were not directly involved in the initiative, women migrant workers, their families and the larger community will benefit from it, as they will be able to access improved information, support and remote services from service providers.

<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</p>	<p>While the provision of services through remote technologies is not new, various remote methods are increasingly being used as technological innovations and they become more accessible. The COVID-19 pandemic and the measures to contain it have also prompted many service providers to either shift to, or augment, remote service delivery. Technologies are diverse in how remote services are designed, developed and function and may include: land and mobile phone lines, social media, SMS/text-based systems, online chat functions, chatbots, and video-related interfaces among other systems and apps. This promising practice explored the use of these technologies for the specific purposes of communicating with survivors of violence. It provided guidance to service providers on how to safely employ technologies based on current knowledge with examples from different countries and contexts. Among all social media platforms, Facebook was selected as the most relevant by stakeholders and the most utilized for outreach. A dialogue with Facebook managers on safety and confidentiality and the risks related to its use for remote service provision was then organized as part of the webinar series and features to be used to protect the users' safety were shown.</p> <p>Enhancing skills in using technologies and social media safely to engage with survivors and to deliver remote services to women migrant workers made a difference in understanding the risks and benefits of mobile and remote technology; making information, support services and referrals more accessible through applying new technology and improving helplines and hotlines; expanding availability of appropriate and trained language support; building and strengthening staff and volunteer capacity; and most importantly in reaching women migrant workers.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>Helplines and hotlines are critical sources of information, support, and referral for women migrant workers affected by violence. Women migrant workers tend to have access to phones and internet, although there are a number of caveats to consider when providing services through this method to ensure that women's privacy and safety can be upheld: some women share their phone with other family members; phones may be confiscated or monitored by employers and families; costs to obtain or maintain a phone may be out of reach; the technology may be dated or restricted in how it functions and what apps can be downloaded or accessed; and women may have little experience on how to use them (including how to maintain privacy, block harassers, erase records/traces of communications, etc.). Using remote technologies to provide services to women migrant workers at risk of or experiencing abuse requires special technical considerations, in addition to adhering to survivor-centric principles.</p> <p>To ensure the availability and accessibility of services especially during emergency situations, such as the COVID-19 pandemic, Safe and Fair worked with partners in Cambodia, Malaysia, Indonesia, the Philippines, Thailand and Viet Nam to expand the availability of safe technology options through improving existing services and applying new technologies, when appropriate.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Enhancing skills in using technologies and social media safely to engage with survivors and to deliver remote services to women migrant workers made a difference to service providers in understanding the risks and benefits of mobile and remote technology; making information, support services and referrals more accessible and safe, through applying new technology and improving helplines and hotlines; expanding availability of appropriate and trained language support; building and strengthening staff and volunteer capacity; and most importantly in reaching women migrant workers, including survivors of violence.</p> <p>As the pandemic prolongs, more and more organizations will use technologies in the service provision for survivors of violence and engagement of women migrant workers.</p>
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>The webinar series, technical briefs, and the findings of the Quilt.AI analysis could be adapted for future use as they include practical tips and principles be used in engaging women migrant workers online and quality service provision for women migrant workers survivors of violence.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>The capacity building (via webinar series and technical briefs) could be applied to other regions/countries. The Quilt.AI analysis on engaging influencers to increase outreach could inform other countries who are doing or are planning similar campaigns. In addition, in 2022, SAF and Quilt.AI will strengthen the capacities of CSOs in ASEAN on how to increase their social media outreach and be more visible by survivors searching for services online.</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>Regardless of the pandemic, the trend for online engagement with women migrant workers is growing as more and more organizations use online technologies in providing services to survivors of violence and engaging with women migrant workers. The enhanced capacities will greatly facilitate the quality, effectiveness and safety of remote service delivery, outreach and online engagement with women migrant workers. Continued and expanded capacity building will be needed.</p>
<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	
<p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</p>	<p>See Output 2.4 in the 2021 Annual Report of SAF, for more details or contact: valentina.volpe@unwomen.org bharathi@ilo.org</p>

Title of the Innovative, Promising or Good Practice	Digitizing Youth Engagement Across Borders: Promising
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? <i>(When did the activity begin? When will it be completed or is it ongoing?)</i></p>	<p>Building on the success of the Advo8 on the Road campaign in Malaysia in 2019-2020 SAF expanded its youth engagement in 2021 to Singapore and Thailand as countries of destination. This was done through the Youth Perspective: Cross Border Forum which was a two-month long initiative for youth to exchange knowledge and experience in solving problems relating to the public attitudes towards women migrant workers in their countries.</p> <p>The Youth Perspective cross border activity comprised multiple workshops, spanning across November and December 2021, with integrated C4D elements targeting a specific group of youth in Malaysia, Singapore and Thailand, as countries of destination, where changes in public attitudes and behaviours towards migrant labour can have a direct impact on the lives of women migrant workers. The Forum provided an opportunity for 56 participating youth leaders (university students between 18 to 22 years of age) from Malaysia, Singapore and Thailand to better understand the topic of women's labour migration through interactive learning methods as well as develop their own skills and project ideas for the improvement of women migrant workers and cross-border policies, via mentorships with civil society organisations. The regional-level discussions engaged experts sharing their expertise and experience on women labour migration. Women migrant workers currently working in Southeast Asia shared their personal journey as migrant workers and the efforts they have taken to address exploitative systems they have endured and dealt with. Speakers from youth-led organizations from Malaysia, Thailand and Singapore unpacked their experiences of being in youth-led advocacy groups and gave participants insights on being a change maker. As a result, seven youth leaders from Malaysia, Thailand and Singapore worked together to create two campaigns. The first campaign was directed at Malaysia and Thailand titled 'Bridging Sar-Chasm', addressing hate speech in government materials and media platforms, as well as the amplification of negative narratives on migrant workers in the mainstream media. The second campaign was directed at Singapore, titled 'Taking Leisure Seriously!'. This campaign highlighted the mental and physical stress that domestic workers experienced during the pandemic and the inadequate thought and support given to leisure time and leisure activities for domestic workers, and steps on how to promote this.</p> <p><i>This relates to Spotlight Pillar 3 on Prevention, promoting gender-equitable social norms.</i></p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The campaign aims to increase youth's knowledge and awareness on women's labour migration and contributions of women migrant workers to destination countries. Through youth influence, the campaign aims to improve public attitudes towards women migrant workers and to build youth's capacity to advocate for attitudes and behavioural change.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>The target group of the campaign are university-aged students and youths. Project Liber8 started with outreach to university students, university clubs, lecturers, youth organisations and networks to develop a working relationship and to pitch a workshop sessions on women's labour migration and communications for development. Workshop sessions were initially planned to be conducted in-person. However, with the COVID-19 pandemic, the implementation approach was adapted for all activities to be conducted virtually. In addition to dedicated virtual workshops, Project Liber8 conducted a social media campaign on multiple social media platforms such as Instagram and Twitter to engage youths on the issue of women's labour migration. The campaign concluded with the cross-border forum with students from Malaysia, Singapore and Thailand.</p> <p>The workshop and forum sessions offered students innovative and interactive activities, designed to stimulate discussions and challenge preconceived ideas about women migrant workers and women's labour migration. Participants were guided through the decision-making process of a migrant worker migrating from an origin country to a destination country, discussions of public perceptions of migrant workers as well as how to design an effective public campaign to improve public attitudes. Young people were provided with the mentoring support and guidance to implement these public campaigns.</p> <p>The main beneficiaries will be women migrant workers, with more positive changes in attitudes and behaviours towards migrant workers in youth who may be future employers of migrant workers. Women migrant workers shared their experiences in the workshop and forum sessions, the tools and proposed campaigns was done in consultation with organizations working with women migrant workers.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.</p>	<p>Safe and Fair's engagement with Project Liber8 leverages the momentum of youth movements in Malaysia, Singapore and Thailand to raise the collective public consciousness on the issue of women's labour migration, violence against women migrant workers and public attitudes towards women migrant workers. This project harnesses the energy of youth and empowers them to be the protagonists of change of attitudes towards women migrant workers.</p> <p>By digitizing the public campaign and using the various facets of online platforms, Project Liber8 engaged youth in the space where they most likely seek/consume information and where their own opinions may be shaped. By working closely with universities/colleges/schools, Project Liber8 is also engaging youth in a space that is safe for debate, exchange of opinions and challenging of harmful stereotypes.</p> <p>Youth engagement in the past has relied on in-person interactions. Through this campaign, young people were engaged through an in-dept and sustained process across multiple platforms to raise awareness and increase knowledge of various dimensions of women's labour migration. The use of multiple platforms ensured that a wide number of audience benefited from information disseminated and expanded virtual spaces for discourses on women's labour migration.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>Given the generally low level of knowledge among youths on issues related to women's labour migration, it was challenging to generate interest in activities such as student workshops at the beginning of the implementation. Project Liber8 navigated this challenge by approaching student youth groups, university clubs and lecturers and delivered presentations on the importance of the issue and reasons for why youths should be engaging in workshops on women's labour migration.</p>

Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?	<p>A key element in this approach has been to allow young members of the public to take the lead on promoting positive public attitudes towards women migrant workers. Students were provided with knowledge on with the gendered nature of labour migration as well as how to implement public campaigns. They were then provided with the mentoring support and guidance to implement effective public campaigns. This end-to-end support ensures that knowledge gained from the workshops were put to practice. A number of student initiatives were implemented as a result of their participation in the workshops and forum.</p> <p>The cross-border forum also led to the creation of an informal youth network, which aims to share resources and meaningfully engage young people on issues of violence against women migrant workers and the impact of negative attitudes towards WMWs in the ASEAN region.</p>
Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i>	<p>The messaging and work can be adapted for future use in major countries of destination in the region, given the right youth-engaged partner.</p>
Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i>	<p>As above and as already shown by the success of the Youth Perspective: Cross Border Forum, this can be replicated elsewhere, given the right youth-engagement partner.</p>
Sustainable <i>What is needed to make the practice sustainable?</i>	<p>The strengthening of student/youth networks within the country and across borders would support a deeper level of knowledge exchange. Additionally, youth networks would allow for a wider dissemination of information/knowledge on women's labour migration as well as the expansion of a migration-sensitive demographic.</p>
Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?	<p>From the survey conducted after the campaign, 87 percent of the youth participants are now more likely to talk to their friends and family about women's labour migration and issues faced by women migrant workers, and 79 per cent of them had a better understanding of the issue of migration and the contributions of women migrant workers in their respective countries. Please refer to the pre-survey here and post-survey here.</p>
Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? <i>Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</i>	<p>See Output 3.3 in the 2021 Annual Report of SAF, for more details or contact: phromkade@ilo.org bharathi@ilo.org</p>

Title of the Innovative, Promising or Good Practice	Multi-stakeholder partnerships in support of the Implementation of Indonesian Law No.18/2017 on the Protection of Indonesian Migrant Workers: Good
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p>In 2020, in accordance with the Law No. 18/2017 on the Protection of Indonesian Migrant Workers which gives a role to the central and local governments to protect women migrant workers and their families at every stage of migration, including at the community level, the Ministry of Manpower agreed to integrate gender responsive services Migrant Worker Resources Center (MRC) with the Governmental One-Roof Integrated Services (LTSA (Layanan Terpadu Satu Atap)).</p> <p>This integrated model:</p> <ol style="list-style-type: none"> 1) strengthens coordination between village and district level governments in providing comprehensive gender-responsive migration services for Indonesian migrant workers throughout their migration journeys, 2) Strengthens partnership between the government, migrant worker unions and women crisis centers. 3) Provides a simpler, one stop centre for women in accessing information and services. <p>The pilot integration of LTSA and MRC services are being implemented in: (1) Cirebon District, West Java Province, (2) Tulungagung District, East Java Province, (3) Blitar District, East Java Province where LTSA already exist (Blitar launched its LTSA in December 2021), and (4) East Lampung District, Lampung Province where LTSA have not yet been established and where the MRCs will instead collaborate with the local office of the Ministry of Manpower.</p> <p>In June 2021, Cirebon District launched the first LTSA that had been fully integrated with gender responsive services. The integrated LTSA-MRC has provided outreach services, pre-and post-employment consultation, psycho-social counselling service, case handling, legal aid, training for migrant workers (both potential and returnee) and their families in Cirebon. The others LTSA have been subsequently launched.</p> <p><i>This relates to Spotlight Pillar 1 on Laws and Policies, Pillar 3 on Prevention, Pillar 4 on Services, implementing law through multi-stakeholder partnerships to provide comprehensive gender-responsive protection services</i></p>

Objective of the practice: What were the goals of the activity?	<p>The overall objective is to support the implementation of the Law No. 18/2017 on the Protection of Indonesian Migrant Workers through strengthened multi-stakeholder collaboration promoting better protection of Indonesian migrant workers in all cycles of labour migration from the village level to the country of destination. Specific objectives include:</p> <ul style="list-style-type: none"> • Improve the access of potential and returnee women migrant workers (and their families) to information and coordinated gender-responsiveness support services to ensure safe and fair labour migration experiences and empowered to mitigate the risks of illegal recruitment, irregular migration, exploitation, abuse, violence and trafficking in persons; and • Village level sensitization on gender and VAW issues in the migration cycles, data collection for village profiling in the context of migration, information sharing as well as developing basic advocacy skills to integrate gender responsive activities into village programming.
Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.	<p>The final beneficiaries of these partnerships are potential and returnee Indonesian women migrant workers and their families.</p> <p>The efforts of collaboration and strengthening service provision mechanisms also strengthens capacities of duty bearers- namely MRC and LTSA staff, local government, village representatives, other Village Task Force members, and non-governmental service providers to provide coordinated, gender-sensitive services to women migrant workers in the community.</p>
What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.	<p>This good practice is one that contributes to long term sustainability and sensitivity in service provision to women migrant workers in their communities.</p> <p>Under article 38 (on the Government One Roof Integrated Services Office for Indonesia Migrant Worker Placement and Protection), Law No 18/2017 mandates national and local governments to carry out migrant worker placement and protection services in a coordinated and integrated manner and it calls for local governments to establish the One Roof Integrated Services Office / Layanan Terpadu Satu Atap (LTSA) to provide an accessible, cheaper, faster and more transparent placement process for prospective migrant workers.</p> <p>The practice is both innovative and good as it is the first of its kind in Indonesia where support services to women migrant workers are being provided under one roof, jointly by different stakeholders- Government, Trade Unions, Women NGOs such as Solidaritas Perempuan Sebay Lampung and Women Crisis Centers.</p> <p>The first LTSA established with SAF support has received an award for provision of excellent services by central government.</p> <p>Further, the government is planning to replicate the model of gender responsive services and multi-stakeholders collaboration in other locations in the country. The establishment of these MRCs supports the expansion of LTSA functions and protection services with more gender-responsive, non-administrative services that include providing authoritative information, as well as case management (including referrals), legal aid and other support services to potential, current and returnee women migrant workers and their families.</p> <p>In addition, most of the MRC Field Officers or Case Workers are former women migrant workers or migrant workers, therefore, empowering them and building their capacity to not only actively participate in policy development but also in providing services and handling of cases of other women migrant workers.</p> <p>The MRC, through its village-based management programme to enhance services delivery to migrant workers and their families, also supported villages with establishing a Village Regulation and Task Force on the Protection of Indonesia Migrant Worker to eliminate risks of trafficking in persons, having an accessible information centre as well as strengthening village-based management and services and a greater involvement of village officials and communities in providing migration services. The Village Task Force comprises the village apparatus, youth, and women's groups, as well as migrant communities as direct beneficiaries. The involvement and strengthening of the village government roles and responsibilities, as stated in Article 42 of the Law 18/2017 on the Protection of Indonesian Migrant Workers, is an important enabling policy step to break the chain of trafficking and violence faced by women migrant workers. The services provided at the district and village levels are part of the effort to bring them closer to the migrant workers' communities.</p> <p>The Village Task Village Force for [the] Protection of Indonesia Migrant Worker supports village governance to prevent VAW and trafficking by serving as information hubs that connect village communities with labour migration as well as VAW related information/services at district level, including the LTSA/ MRC.</p> <p>All these efforts of developing a strategic intervention and model of village-based management programme benefited from a Participatory Action Research done by SAF in 2018-2019 on the Effective Model of Village Based Management to Enhance Services Delivery to Women Migrant Worker and their Family.</p>
What challenges were encountered and how were they overcome?	<p>The government, especially sub-national level government and village government, still has inadequate knowledge on and understanding of labour migration issues, gender responsiveness, anti-trafficking, and the Law 18/2017. This was overcome by an official letter from the Ministry of Manpower to the Head of District (Regent) in requesting support and facilitation to the MRC establishment and programme. The official letter also explained that the integration of MRC services in the LTSA was government's priority to accelerate the implementation of Law 18/2017.</p> <p>Another challenge was the lack of coordination and cooperation between government, trade unions and women crisis centers as this was also their first time working in a "one roof office" setting to provide integrated services. This challenge was overcome through an intensive process of negotiation and engagement of each party. All stakeholders participated in an induction workshop to build a common understanding and goal and to foster teamwork.</p> <p>The COVID-19 pandemic situation with social distancing and other regulations also impacted the implementation of activities. Meetings and training had to be conducted online with some limitations, including IT difficulties and lack of engagement.</p>

<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>MRC and LTSA staff as well as select Village Task Force members, front line service providers and duty bearers have improved capacity in developing and providing gender-responsiveness support services, as well as addressing, coordinating and documenting issues of women migrant workers and their families. MRC operations have been established, LTSA and local government services strengthened, and inter-agency coordination enhanced to support effective and efficient delivery of information and services to women migrant workers and their families. Each village government agreed to provide a space in their office for the Secretariat of the Task Force to carry out its duties. Safe and Fair in partnership with Kalyanamitra has supported the six villages by providing a set of computer for each village. Through this programme, members of the Task Force feel that their knowledge and skills have increased, including in advocacy at the village level for efforts to create a safe migration for women. Quantifiable results include:</p> <ul style="list-style-type: none"> • 36 Village-based management and information centres have been established in Blitar, Tulungagung, Cirebon and East Lampung to enhance services to promote safe and fair migration, and mitigate the risks of violence against women migrant workers and trafficking in persons. • Capacities build of for 300 key actors in Blitar, Tulungagung, Cirebon and Lampung Timur at district and village level in developing and providing gender-responsiveness support services, as well as addressing, coordinating and documenting issues of women migrant workers and their families. • Outreach activities on safe and fair migration, Law 18/2017, women's rights and ERAW information benefitted a total of 1,848 direct beneficiaries in Blitar, Tulungagung, Cirebon, Kupang and Lampung Timur. • 1404 potential, current and returnee women migrant workers and their families were provided with support services through the MRC-LTSA Office, including: (i) individual and group counselling on safe migration and employment opportunities (through onsite and hotline services); (ii) case management and referral and informal mediation; and (iii) psycho-social counselling. • 161 migrant workers joined the trade union or migrant workers associations • 200 potential, current and returnee women migrant workers were trained on labour rights, gender equality, women's leadership, organizing women migrant workers and unionism in partnership with village authorities, schools and TVET institutions. • 60 members of Village Representative Groups in 5 targeted Villages in 5 Districts (Cirebon, Kupang, Lampung Timur, Blitar and Tulungagung) received training to strengthen their capacities. • 4 local support networks among potential and returnee women migrant were established in Cirebon, East Lampung, Blitar and Tulungagung, engaging at least 60 direct recipients.
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>The MRC-LTSA integration model and the establishment of the Village Task Force are based on the findings and recommendations from the Gender Analysis of the implementation of Law 18/2017, including a strategy to implement Article 42, and informed by the participatory action research (PAR) on Indonesia's Village-based Management Programme.</p> <p>Building a model and programme based on the mandate of the Law ensures that there is a strong legal foundation and umbrella. MRC-LTSA integration responds to article 38 of the Law 18/2017 which gives mandate to the government to establish a Government One Roof Integrated Services Office (LTSA) for Placement and Protection Indonesia Migrant Worker. Currently, the LTSA focuses only on administrative processes for placement and MRCs will complement and strengthen these services with protection services, including the village-based management and services.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>As mentioned before, the pilot integration of LTSA and MRC services are being implemented in: (1) Cirebon District, West Java Province and (2) Tulungagung District, East Java Province, where LTSAs already exist, and (3) East Lampung District, Lampung Province and (4) Blitar District, East Java Province, where LTSAs have not yet been established and where the MRCs will instead collaborate with the local Manpower Office. Village Task Forces have been established in several villages already. The Ministry of Manpower has publicly stated that these particular multi-stakeholder partnerships are to be replicated in the other districts/municipals with government funding. Village governments have their own village fund and authority, so they can replicate the model of village-based migration management and services with funds from their own village fund. Other ILO programmes, such Ship to Shore and elimination of forced labour in the fishing sector, will also replicate the model of MRC-LTSA integration.</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>The Indonesian Government has made recent improvements in their labour migration policies. This includes the passage of Law No. 18/2017. Under article 38 (on the Government One Roof Integrated Services Office for Indonesia Migrant Worker Placement and Protection), Law No 18/2017 mandates national and local governments to carry out migrant worker placement and protection services in a coordinated and integrated manner and it calls for local governments to establish the One Roof Integrated Services Office / Layanan Terpadu Satu Atap (LTSA) to provide an accessible, cheaper, faster and more transparent placement process for prospective migrant workers. As it is literally mandated by law, sustainability has a strong foundation.</p> <p>The establishment of these MRCs supports the expansion of LTSA functions and protection services with more gender-responsive, non-administrative services that include providing authoritative information, as well as case management (including referrals), legal aid and other support services to potential, current and returnee women migrant workers and their families. Services address labour migration related concerns, as well as the particular needs of women migrant workers who experience violence, harassment and trafficking. In addition, the MRCs also provide important data on labour migration; shed light on rights abuses and experiences of violence against women migrant workers (VAWMW); and play a vital role in facilitating multi-stakeholder dialogues on labour migration issues, VAWMW, emerging trends, as well as opportunities to increase cooperation amongst local level stakeholders.</p> <p>Ongoing capacity building and mentoring of district governments, village governments and the Village Task Forces is crucial so they have enhanced skills to advocate for gender responsive programming and budgeting, including VAW prevention, in the village's development plan deliberation. Continued advocacy at the ministerial level (Village Ministry or Internal Affairs Ministry) would also be important to ensure support for the implementation of the Law 18/2017.</p>

<p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>	<p>The Ministry of Manpower awarded the integrated One-Roof Integrated Service (LTSA) and Gender-Responsive Migrant Worker Resource Center (MRC) in Cirebon district with an Indonesian Migrant Worker award for providing the best labour migration services for Indonesian migrant workers.</p> <p>The award was given to Cirebon as the first LTSA that has been integrated with the MRC. This integration has also formed a multi-stakeholder partnership among government, migrant worker unions and women crisis center to enhance and expand the functions and services of LTSA to be more gender-responsive, accessible, and provide a comprehensive gender-responsive protection services for the optimal placement and protection of migrant workers.</p> <p>In addition to Cirebon, other target areas under Safe and Fair also received awards. One of the programme's targeted villages under its MRC programme, Betak Village in Tulungagung, East Java, received a Manpower Ministry's award for the best village for migrant workers.</p>
<p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? <i>Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</i></p>	<p>See Outputs 1.4 and 2.3 of the 2021 annual report of SAF, for details for more details or contact:</p> <p>sinthia@ilo.org bharathi@ilo.org nunik.nurjanah@unwomen.org valentina.volpe@unwomen.org</p>

Title of the Innovative, Promising or Good Practice	Women Senators join forces and endorse a Legislative Proposal for a Gender-Responsive and Fully Inclusive Pandemic Management and Recovery Plan in the Philippines: Promising
<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</p>	<p>Since the beginning of the COVID-19 pandemic, SAF advocated for the importance of having a gender-responsive pandemic management system at the national level, across ASEAN, through policy briefs, dialogues, technical inputs to policies and strategies. These efforts led the formulation of a bill on Gender-Responsive and Inclusive Pandemic Management in the Philippines, which will ensure that violence against women, among other gender issues, is included among key priorities in COVID-19 response and recovery plans. The draft bill was co- signed by all women Senators who joined forces on this initiative, showing a strong political engagement and commitment.</p> <p>The bill will contribute to accelerating the national implementation of the SG's Political Engagement Strategy on GBV and COVID-19. The bill will establish the government's mandate to address the gender-differentiated needs of women, especially marginalized women or at-risk individuals; institutionalize meaningful participation of women in leadership, decision-making, and policy-making positions at all levels; and strengthen GBV Preparedness and Response Systems, among others. The bill has been approved by the Committee for Women's and Gender Equality (CWGE) of the House of Representatives, pending bicameral session with the Senate. During the drafting process led by SAF, public hearings were organized with women migrant workers, who are one of the main target population groups of the bill, to receive their feedback on the bill itself. However, during these public hearings, other marginalized groups requested to be heard, so to expand the scope of the bill. Initially, the bill mainly targeted women migrant workers to ensure the government's COVID-19 response strategies are migratory-inclusive, however, it now goes beyond women migrant workers to include other marginalized groups such as persons with HIV, refugee women, asylum seekers, rural women and other specific groups with inputs from other UN agencies. There are 22 groups that are explicitly mentioned as at-risk individuals and groups in the bill which shows its inclusiveness, as oftentimes, those marginalized populations are 'grouped' as one without addressing specific needs of each group. Safe and Fair took the lead in incorporating and putting together various interventions and inputs by all groups, which have all been retained in the existing bill.</p> <p><i>This relates to Spotlight Pillar 1 on Laws and Policies, advocacy, technical assistance and meaningful participation for a Strong National Policy Framework on Gender-Responsive and Inclusive Pandemic Management.</i></p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The drafting of a national bill that ensures a gender-responsive, fully inclusive pandemic management and recovery and the engagement of women in leadership to endorse it.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>Women migrant workers, VAW survivors, at-risk individuals, marginalized groups disproportionately affected by the pandemic, were involved in the formulation of the bill and will benefit immensely from the passing of the bill. All the women senators (a total of 24 senators) co-signed the proposal which demonstrates strong political support.</p>
<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</p>	<p>The policy proposal served as a "legacy" bill of the women legislators in the Senate. SAF institutionally engaged the Philippine Commission on Women (PCW), the Senate Committee on Women, Children, Family Relations and Gender Equality and the House of Representatives (HoR) Committee for Women's and Gender Equality (CWGE) which led the endorsement of the bill by all women senators and all members of the House of Representatives. The bill has been developed through series of consultations with key stakeholders including various marginalized groups of women and UN agencies, along with policy research and campaign events calling for the passage of the proposed law. The multi-faceted strategy of SAF in facilitating and organizing consultations, inviting, incorporating and consolidating different interventions from stakeholders including government agencies, women's groups and UN agencies alike; highlighting women's stories, and maintaining strategic cooperation with leading champions in the government has potential for replication. SAF has leveraged its technical expertise on violence against women, gender equality, safe migration and women's empowerment which has mobilized local stakeholders to push for legal reforms and strong policy framework in gender-responsive and inclusive pandemic management and response.</p>

What challenges were encountered and how were they overcome?	There are other on-going legislative measures including VAW policies which have been filed prior to the bill. The 2022 presidential elections and the campaign period also delayed the convening of Congress to hold hearings for deliberation and approval of the bill. Safe and Fair continued its public campaign initiatives to drive traction and strengthen public attention and support for the passage of the bill. Safe and Fair also maintains its close coordination and engagement with the champions and allies in the legislature.
Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?	Major results so far include the the strong internal political buy-in for the draft bill with all the women senators (24) co-signing the proposal and the inclusiveness of the draft bill with 22 marginalised groups that are explicitly mentioned as at-risk women. The legislative hearings also functioned as a sort of behaviour and norms change strategy as the legislators learned about gender-responsiveness, inclusiveness, what 'gender-differentiated' means, and the overall gendered dimension and impact of the pandemic.
Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i>	Similar processes could be used in other law and policy formulation.
Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i>	The lessons learned, processes of inclusiveness, ensuring political support at the highest level could be used as a guidance for other countries.
Sustainable <i>What is needed to make the practice sustainable?</i>	When it becomes law, it will be institutionalized and implemented beyond SAF.
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 innovative, promising, or good practice? <i>Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</i>	See Outputs 2.1 of the 2021 annual report of SAF, for details for more details or contact: charisse.jordan@unwomen.org valentina.volpe@unwomen.org

Section B: Knowledge Production (since the beginning of your programme)

A Knowledge Product converts uncaptured knowledge, experience, lessons learned and cutting-edge expertise on a specific topic or derived from implementation into a learner-oriented product.

A learner-oriented product is structured in a practical way that allows the reader to clearly understand and retain the knowledge being provided. Knowledge Products play a key role in advancing the Initiative's [Knowledge Management Strategy](#) to document, analyze and disseminate knowledge, as well as capture lessons learned and innovative, promising and good practices. As such, a Knowledge Product can be understood as an output and a key asset for the success of Spotlight Initiative.

Types of Knowledge Products include the following:

- Assessments
- Research Papers
- Brochures
- Capacity Development Modules
- Guidance note
- Tools
- Infographics
- Magazines/Newsletters
- Policy Briefs
- Position Papers/Thematic Strategy Briefs
- Briefs/Factsheets

For more information, please refer to the Spotlight Initiative Knowledge Products Guidelines available [here](#).

Please list all Knowledge Products developed by the Spotlight Initiative programme since its launch (i.e. since the beginning of your programme) below, as well as Knowledge Products in the pipeline.

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed/ published or expected to be	Link to Knowledge Product (if available)
"Safe and Fair: Realizing women migrant workers' rights and opportunities through the SDGs" (Briefing on SDGs relevant to women migrant workers)	Briefs/Factsheets	This brief analyses how ensuring safe and migration for women migrant workers can contribute to achieving the SDG goals, especially the Goals 5 (Gender Equality), 8 (Decent Work and Economic Growth), 10 (Reduced Inequality) and 16 (Peace, Justice and Strong Institutions), and how the Safe and Fair Programme will respond to the issue.	2018	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2019/07/saf_-_sdg-compressed.pdf?la=en&vs=4452
Ten Background papers for all countries of implementation, which informed the Consultative Dialogues and work planning	Background paper	Background papers to inform SAF's work	2018	
"Safe and Fair: Report on Programme Coordination with National and Regional Bodies" (Mapping of relevant actors for national coordination)	Mapping document	Mapping of relevant actors for national coordination for implementing SAF's activities	2018	
Technical background paper and report on the Safe and Fair "Regional Planning Meeting for Promoting Women Migrant Workers' Rights through Organizing in ASEAN"	Research paper/ Background paper	The report centres around women migrant workers' freedom of association and collective bargaining, identifies the challenges to their organizing, and puts forward recommendations to strengthen women migrant workers' leadership and participation in labour organizations.		https://www.ilo.org/asia/publications/WCMS_717419/lang--en/index.htm

Report on the Safe and Fair “Regional Meeting on Changing Attitudes and Behavior Towards Women Migrant Workers in ASEAN”	Research paper/ Workshop Report	This report sets out some of the key areas of learning from the meeting, setting out why communication can be an effective tool for changing attitudes and behaviours; exploring some of the attitudes that have resulted in negative behaviour and policy around migrant women. It further explores some tools and approaches used to enhance communication for behavioural change.	2018	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_715939.pdf
A Guidance Note on coordinated essential services for Women Migrant Workers that have been Subject to Violence	Guidance Note	Guidance note on providing essential services to women migrant workers	2018	-
16 Essentials For Coordinated And Quality Service Provision to women migrant workers experiencing violence	Guidance Note	The brief identifies 16 essentials that need to be in place to ensure a coordinated quality response to violence against women migrant workers. This brief is primarily meant for service providers to women migrant workers in countries of destination. Where applicable, the brief will elaborate on the roles of service providers in countries of origin (pre-departure of women migrant workers or upon return).	2018	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2019/07/ap-16essentials_saf_18jun2019_en.pdf?la=en&vs=1758
Contact and brief of CSOs and Labour Organizations which are working on migration issues and providing services for migrants in Myanmar	Directory	Directory and brief of organisations in Myanmar providing services for migrant workers	2018	
A strategy paper contributing to the 12th Malaysia Plan (2021–2025) titled “SDG #5: Sexual and Reproductive Health and Rights (SRHR) and Violence against Women Migrant Workers (VAWMW)”	Strategy paper	Strategy paper on SRHR and violence against women issues	2018	
Brief on “Public Attitudes Towards Migrant Workers in Malaysia”	Policy Briefs	This brief is based on research “Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand.” The policy brief focuses on public attitudes in Malaysia related to the need for migrant workers, migration and crime, social and cultural threats, equal treatment with nationals, and violence against women migrant workers. The brief also highlights factors that correlate with public support for migrant workers, especially women.	2019	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/briefingnote/wcms_766632.pdf
Leaflet “Kenali Hak-Hak Sebagai Pekerja Rumah Tangga (PRT)” (“Know your rights as a domestic worker”), in Bahasa Indo	Briefs/Factsheets	Information about domestic workers rights in Malaysia	2019	
Viet Nam technical paper: “Các cam kết quốc tế và khu vực về xóa bỏ với bạo lực đối với phụ nữ và nữ lao động di cư quốc tế và một số khuyến nghị” (“Vulnerabilities of Women Migrant Workers, and International and Regional Mandates, Policies addressing Violence against Women Migrant Workers”), in Vietnamese language	Research paper	Information about women’s and migrant workers rights abroad for women in Viet Nam	2019	

Report: Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand	Research paper	The research paper was conducted in 2019. It is a follow-up large-scale public survey conducted in 2010. The 2019 research aimed to track trends of attitudes in the four main countries of destination. One of the original four countries was changed, with the Republic of Korea replaced by Japan, given its emergence as an important destination country for low-skilled migrant workers in Asia. Certain questions from the first survey were repeated to allow for identification of longitudinal changes in public support for migrant workers. The study adds questions on women-specific issues, including attitudes to ending violence against women migrant workers; to decent work in women-dominant occupations of domestic work; to social protection including maternity leave; and to nondiscrimination, including during pregnancy.	2019	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_732443.pdf
Report: Mobile Women and Mobile Phones: Women Migrant Workers' Use of Information and Communication Technologies in ASEAN	Research paper	The research paper involved potential and returned women migrant workers in four countries of origin in the Association of Southeast Asian Nations (ASEAN) region – Cambodia, Indonesia, Myanmar, and the Philippines. The study is an exploration of how women migrant workers in ASEAN use information and communication technologies in the migration process; what they use it for; the challenges they face in accessing and effectively using such technology; and the opportunities for harnessing mobile Internet in South-Eastern Asia to reduce risks and to ensure labour migration is safe and fair for women.	2019	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_732253.pdf
Training Module on Quality Coordinated Services	Capacity Development Modules	Training tools and information to service providers on service provision	2019	
Training Module for Front-line Service Providers	Capacity Development Modules	Training tools and information to service providers on service provision	2019	
Training package for coordinated quality services in the health system	Capacity Development Modules	Training tools and information to service providers on service provision in health systems	2019	
Training package for responding to violence against women migrant workers for Foreign Service Officials	Capacity Development Modules	Training tools and information to embassy officials on service provision	2019	
Policy brief following the SAF Regional Dialogue on “Coordinated Quality Services for Ending Violence against Women Migrant Workers”	Policy Briefs	The policy brief is based on regional and national priorities and recommendations identified during the three-day “Regional Dialogue on Coordinated Quality Services for Ending Violence against Women Migrant Workers in ASEAN”, which took place in Bangkok, Thailand, from 10 to 12 July 2019.	2019	https://asiapacific.unwomen.org/sites/default/files/Field%20Office%20ESEAsia/Docs/Publications/2020/01/SAF_PolicyBrief_v4-8Jan2020-s.pdf
Meeting report on “Labour mobility between Asia and the Arab States: Sharing of experiences and progress under the Bali Declaration with specific focus on women migrant workers”	Research paper/workshop report	Documentation of practices and frameworks on labour migration and protections for migrant workers in Asia and the Arab States	2019	

8 country posters featuring the available data on violence against women in Cambodia, Myanmar, Indonesia, Lao People's Democratic Republic, Malaysia, Viet Nam, Thailand and the Philippines	Infographics	Information about violence against women (prevention, accessing information and services)	2019	
"Safety Planning for Violence against Women during the COVID-19 Pandemic"	Briefs/Factsheets	Under the current COVID-19 pandemic, "isolation measures" could put women at further risk of violence. Safety planning aims to be a guide for women including women migrant workers to think about how to stay safe at home, in community and workplace no matter their migration status. A safety plan aims to help them anticipate and prepare for dangers if they are in an abusive situation or fear violence or harassment.	2020	https://asiapacific.unwomen.org/en/digital-library/publications/2020/05/safety-planning-for-violence-against-women-during-the-covid-19-pandemic
"A Guidance Note to Develop Migrant-Sensitive National Action Plans on Violence against Women"	Guidance Note	This technical resource builds on the recommendations in the Handbook for National Action Plans on Violence Against Women (UN Women, 2012), and provides specific guidance to ensure the concerns and interests of women migrant workers are incorporated into National Action Plans on Ending Violence Against Women. It is noted that all of the recommendations in the Handbook apply; this document serves only to focus on women migrant workers' rights and needs. As such, in each section, considerations for addressing women migrant workers' needs in national action planning are described. The recommendations in each section are also aligned with the Essential Services Package for Women and Girls Subject to Violence and the 16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence.	2020	https://asiapacific.unwomen.org/en/digital-library/publications/2020/11/a-guidance-note-to-develop-migrant-sensitive-national-action-plans
"Rapid Assessment: Impact of COVID-19 on Women's Civil Society Organizations"	Assessment	Impact assessment on CSOs providing services and support to women migrant workers, during COVID-19	2020	
"Experiences of ASEAN Migrant Workers during COVID-19: Rights at Work, Migration and Quarantine during the Pandemic, and Re-Migration Plans" (with other ILO projects)	Briefs/Factsheets	In 2020, SAF and other ILO projects undertook a rapid assessment survey, interviewing ASEAN migrant workers about how COVID-19 has impacted them. This brief summarizes the responses of the 309 women and men migrant workers who participated in the survey.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/--ro-bangkok/documents/briefingnote/wcms_746881.pdf
"Guidance Note for Action: Addressing the Emerging Impacts of the COVID-19 Pandemic on Migrant Women in Asia and the Pacific for a Gender-Responsive Recovery" (with other UNW projects)	Guidance Note	The paper focuses on the emerging impacts of the COVID-19 pandemic on women migrant workers and recommendations to support governments, donors, civil society organizations, employers and the private sector in addressing those impacts. Essentially, more assertive and collective efforts are needed to ensure migrant-inclusive and gender-responsive measures in preventing further spread of the virus.	2020	https://asiapacific.unwomen.org/sites/default/files/Field%20Office%20ESEA/Docs/Publications/2020/04/Migration-f-spotlight.pdf
"Making Women Migrant Workers Count: Sex-Disaggregation of Labour Migration Statistics in ASEAN (2019 data)"	Briefs/Factsheets	In 2019 ILMS was updated to ensure data disaggregations by sex for all data categories. ILMS Database in ASEAN fills an important knowledge gap for national and regional policy-makers and for the broader research community. The brief is a concerted focus on data on women migrant	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/--ro-bangkok/documents/briefingnote/wcms_773226.pdf

		workers throughout ASEAN. The collection and use of data on women migrant workers in ASEAN ensures that women are counted and seen. Only with accurate data, can governments form evidence-based, gender-responsive policies and tripartite-plus partners ensure essential service provision is proportionate to women's numbers in labour migration.		
"Decision Tree: Data Collection on Violence Against Women Migrant Workers"	Tools	This decision tree helps organizations working on violence against women migrant workers decide when and how to best collect data on women migrant worker's experiences of violence and their access and use of relevant services.	2020	https://asiapacific.unwomen.org/en/digital-library/publications/2021/02/decision-tree-data-collection-on-violence-against-women-migrant-workers#:~:text=Decision%20tree%3A%20Data%20collection%20on%20violence%20against%20women%20migrant%20workers,-Image&text=This%20decision%20tree%20helps%20organizations,and%20use%20of%20relevant%20services.
"Media-Friendly Glossary on Migration: Women Migrant Workers and Ending Violence against Women" (EVAW edition)	Toolkit/Glossary	This glossary serves as a guide for journalists, researchers, practitioners and others who conduct trainings or write about women's labour migration and violence against women. It includes agreed terms and definitions related to women migrant workers and violence against women, establishing a common ground from which to work towards a world in which rights are respected for all.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_767998.pdf
"Research Brief: Public Attitudes towards Migrant Workers in Japan"	Briefs/Factsheets	This brief is based on research "Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand." The policy brief focuses on public attitudes in Japan related to the need for migrant workers, migration and crime, social and cultural threats, equal treatment with nationals, and violence against women migrant workers. The brief also highlights factors that correlate with public support for migrant workers, especially women.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/briefingnote/wcms_766631.pdf
"Research Brief: Public Attitudes towards Migrant Workers in Malaysia"	Briefs/Factsheets	This brief is based on research "Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand." The policy brief focuses on public attitudes in Malaysia related to the need for migrant workers, migration and crime, social and cultural threats, equal treatment with nationals, and violence against women migrant workers. The brief also highlights factors that correlate with public support for migrant workers, especially women.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/briefingnote/wcms_766632.pdf
"Research Brief: Public Attitudes towards Migrant Workers in Singapore"	Briefs/Factsheets	This brief is based on research "Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand." The policy brief focuses on public attitudes in Singapore related to the need for migrant workers, migration and crime, social and cultural threats, equal treatment with nationals, and violence against women migrant workers. The brief also highlights factors that correlate with public support for migrant workers, especially women	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/briefingnote/wcms_766633.pdf

"Research Brief: Public Attitudes towards Migrant Workers in Thailand"	Briefs/Factsheets	This brief is based on research "Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand." The policy brief focuses on public attitudes in Thailand related to the need for migrant workers, migration and crime, social and cultural threats, equal treatment with nationals, and violence against women migrant workers. The brief also highlights factors that correlate with public support for migrant workers, especially women	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/--ro-bangkok/documents/briefingnote/wcms_766634.pdf
"Research Brief: Mobile Women and Mobile Phones: Women Migrant Workers' Use of Information and Communication Technologies in ASEAN"	Briefs/Factsheets	The report provides insight into women migrant workers' use of mobile phones, and how women migrant workers could access more accurate information throughout the migration process and increase their connections with peers in the ASEAN region.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/--ro-bangkok/documents/briefingnote/wcms_766629.pdf
Regional Service Directory for Women Migrant Workers in the ASEAN Region - English		The service directory aims to enable referrals of women, including women migrant workers survivors of violence, by sharing information on available violence against women (VAW) specialized service providers across the region.	2020	https://asiapacific.unwomen.org/en/digital-library/publications/2020/09/service-directory-for-women-migrant-workers-in-the-asean-region
"A Business Case for Preventing Violence and Harassment at Work: Empowering Women Migrant Workers and Businesses" (ACE-led)	Policy Briefs	Policy brief for employers to prevent violence and harassment in the workplace.		
"A Business Case for Preventing Violence and Harassment at Work: The Untapped Power of Women Migrant Workers in ASEAN" (ACE-led)	Policy Briefs	Policy brief for employers to prevent violence and harassment in the workplace.		
National Service Directory for Cambodian Women Migrant Workers	Infographics	The service directory enables referrals of women in Cambodia, including women migrant workers survivors of violence, by sharing information on available violence against women (VAW) specialized service providers.		https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/07/ap-service-directory-khmer-7july21.pdf?la=en&vs=3404
National Service Directory for Indonesian Women Migrant Workers – Bahasa Indonesia	Infographics	The service directory enables referrals of women in Indonesia, including women migrant workers survivors of violence, by sharing information on available violence against women (VAW) specialized service providers in Indonesia		https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/07/ap-service-directory-indonesia-7july21.pdf?la=en&vs=3403
National Service Directory for Vietnamese Women Migrant Workers – Vietnamese	Infographics	The service directory enables referrals of women in Viet Nam, including women migrant workers survivors of violence, by sharing information on available violence against women (VAW) specialized service providers.		https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/07/ap-service-directory-regional-vietnam-7july21.pdf?la=en&vs=3405
National Service Directory for Lao Women Migrant Workers	Infographics	The service directory enables referrals of women in Laos, including women migrant workers survivors of violence, by sharing information on available violence against women (VAW) specialized service providers; in Laos.		https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/09/service%20directory_lao_yc_15%20sept%202021.pdf?la=en&vs=5243

Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN	Tools	Trade unions regionally and globally often work on either migrants' issues, or on gender equality and women's empowerment. ACTRAV and Safe and Fair aim for this training manual to enable trade unions to address the specific needs of women migrant workers, bringing these two elements together. The manual reflects trends and changes to support today's trade union strategies in organizing women migrant workers in particular, while also promoting safe, orderly and regular migration.		https://www.ilo.org/asia/publications/WCMS_816236/lang--en/index.htm
Assessing COVID-19 Related Socio-economic Impacts on Returnee Migrant Workers in Informal Employment in Laos (with Oxfam and partners)	Assessment	Impact assessment of COVID-19 on returnee women migrant workers in informal employment, in Laos	2020	
"Protecting the Rights of Domestic Workers in Malaysia during the COVID-19 Pandemic and Beyond"	Briefs/Factsheets	The brief explores the impact of the COVID-19 pandemic on domestic workers in Malaysia. It highlights the requirements of migrant domestic workers in light of the existing and emerging impacts of the COVID-19 pandemic and makes recommendations to protect the rights of domestic workers in Malaysia.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_748051.pdf
"Migration Cost Survey among Indonesian and Filipina Domestic Workers in Malaysia"	Briefs/Factsheets	This research brief presents the findings of the survey on migration cost of Indonesian and Filipina domestic workers in Malaysia. The survey is guided by the ILO's 2019 General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs and builds on previous studies conducted by the World Bank-led Global Knowledge Partnership on Migration and Development (KNOMAD).	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_758614.pdf
"COVID-19: Impact on Migrant Workers and Country Response in Thailand" (with other ILO projects)	Assessment	Impact assessment of COVID-19 and response services for migrant workers in Thailand	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/briefingnote/wcms_741920.pdf
Listening to the Voice of Women Migrant Workers: Strengthening Gender in Law on Vietnamese Workers Working abroad on Contract	Research paper	The research is a qualitative study on experiences of women migrant workers and legal analysis, to provide recommendations to improve the revised Vietnamese Law from a gender and rights-based perspective.	2020	https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-hanoi/documents/publication/wcms_755200.pdf
"Infographic of Key Recommendations to Strengthen Gender and Draft Law 72 in Viet Nam"	Infographics	Information on Draft Law 72 in Viet Nam	2020	
Documentation of Referral Pathway for GBV Survivors	Briefs/Factsheets	Information of referral pathways for people who have experienced gender-based violence, in Viet Nam	2020	
IDWF–PERTIMIG Handbook on Becoming a Migrant Domestic Worker in Malaysia	Guidance Note	Information about domestic workers rights in Malaysia	2020	
Training Modules on Violence against Women and Girls Data Collection and Use	Capacity Development Modules	Training information on collecting administrative data on violence against women	2020	
Training Module on Providing Quality Essential Hotline Services for Women Subject to Violence	Capacity Development Modules	Training information on providing essential services to women subject to violence	2020	

Training Modules on Sex-Disaggregation of Labour Migration Data	Capacity Development Modules	Training information on collecting sex-disaggregated labour migration statistics	2020	
Training Modules for Employers to Prevent Discrimination, Violence and Harassment in the Workplace (ACE-led)	Capacity Development Modules	Training materials for employers to prevent and address violence and harassment in the work place	2020	
Training material: Caring in the Time of COVID-19: Gaps and Risks Facing Women OFWs	Capacity Development Modules	Training materials on understanding care workers' challenges in COVID-19 times	2020	
Training material: Reintegration in the Time of COVID: Gaps, Challenges, Lessons and Gender Dimensions	Capacity Development Modules	Training materials on understanding reintegration needs and responses in COVID-19 times	2020	
Training material: Usaping Babae (About Women): Why It Is Important to Talk about Violence against Women Migrant Workers	Capacity Development Modules	Training tools to develop understanding about violence against women, for migrant workers	2020	
Apprenticeship Manuals (Cambodia) on skills development	Capacity Development Modules	Training tools on skills development in Cambodia	2020	
Service Directory for Women Migrant Workers in Malaysia	Infographics	This note provides guidance on the safe use of remote technologies to provide support to women migrant workers who are at risk of, or have experienced violence, harassment, abuse or exploitation in Malaysia.	2020	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/09/service%20directory_malaysia_15%20sept%202021.pdf?la=en&vs=5524
Service Directory for Women Migrant Workers in Singapore	Infographics	This note provides guidance on the safe use of remote technologies to provide support to women migrant workers who are at risk of, or have experienced violence, harassment, abuse or exploitation in Singapore.	2020	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/09/service%20directory_regional_singapore_15%20sept%202021.pdf?la=en&vs=5628
Service Directory for Women Migrant Workers in Thailand	Infographics	This note provides guidance on the safe use of remote technologies to provide support to women migrant workers who are at risk of, or have experienced violence, harassment, abuse or exploitation in Thailand.	2020	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/09/service%20directory_regional_thailand_15%20sept%202021.pdf?la=en&vs=5726
Training: Victim Identification and Interview Techniques for Victims of Gender-based Violence and Trafficking – Khmer	Capacity Development Modules	Training information on victim interview techniques for service providers in Cambodia	2020	
Policy Paper for the Proposed Legislation on Gender-Responsive and Inclusive Pandemic Management	Thematic strategy brief	Policy paper on the need for gender responsive pandemic management in the Philippines	2021	
Policy Brief: Empowering Women Migrant Workers and Businesses: A Business Case for Preventing Violence and Harassment at Work (ACE-led)	Briefs/Factsheets	Policy brief for employers to prevent violence and harassment in the workplace	2021	
Policy Brief: The Untapped Power of Women Migrant Workers in ASEAN: A Business Case for Gender Equality and Empowerment in the Workplace (ACE-led)	Briefs/Factsheets	Policy brief for employers to promote gender quality and empowerment in the workplace	2021	

Unions for domestic workers in Malaysia (2 Videos by IDWF)	Capacity Development Modules	Training tools on the importance of organising for domestic workers in Malaysia	2021	
Poster in Lao “Before decision to work overseas”	Infographics	information about pre-migration decision-making considerations for potential migrant workers in Laos	2021	
Reintegration Advisor and referral pathways -- agreed process flow/map and consolidated pathways; stakeholders' inputs and recommendations	Thematic strategy brief	Policy paper outlining the reintegration needs, requirements, and processes for OFWs in the Philippines	2021	
Technical Brief on Coordination and Referral Mechanism for VAW and Migration in the Philippines	Briefs/Factsheets	Information about coordinated services for returning migrant workers, and addressing violence against women	2021	
Teaching Thai to Migrant Workers	Training materials	Training materials on Thai language for migrant workers	2021	
Orientation training tools for t women's labour migration and interventions in the Philippines	Capacity Development Modules	Training tools on labour migration and violence against women issues in the Philippines	2021	
Training Toolbox on Safe and Fair Migration of Women OFWs	Capacity Development Modules	Training information about safe and fair labour migration information, process and services for migrant workers from the Philippines	2021	
“Who is going to believe us?” Work-related sexual harassment in Thailand, with a focus on women migrant workers	Research	The report focuses on women migrant workers, analyses existing research on sexual harassment in Thailand. It also highlights the limitations of existing legislation and its implementation to prevent sexual harassment.	2021	https://drive.google.com/file/d/1HQLW1ypMwskVzLXVIReAzEo8J8ZHoI_/view?usp=sharing
National Service Directory for Women Migrant Workers in Thailand	Briefs/Factsheets	Information about services to migrant workers in Thailand	2021	-
National Mid-term review report on implementation of the ASEAN Regional Action Plan on the Elimination of Violence against Women	Technical Document	Review of the implementation of the ASEAN RPA on EVAW in Viet Nam	2021	-
IDWF-AMMPO: Handbook on Safe Migration	Capacity Development Modules	Information about safe migration and organising for migrant workers in Malaysia	2021	-
National Service Directory for Women Migrant Workers in the Philippines	Briefs/Factsheets	Information about services to migrant workers in the philippines	2021	-
Safe Technology for the Provision of Services to Women Migrant Workers at Risk of or Subject to Violence	Technical Document	The note provides guidance on the safe use of remote technologies to provide support to women migrant workers who are at risk of, or have experienced violence, harassment, abuse or exploitation.	2021	https://asiapacific.unwomen.org/en/digital-library/publications/2021/03/safe-technology-for-the-provision-of-services-to-women-migrant-workers
Remote Service Provision for Women Migrant Workers at Risk or Subject to Violence	Technical Document	This brief provides guidance on the provision of remote services to women migrant workers who are at risk of, or subjected to violence. The brief is based on international principles and standards of service provision for women survivors of violence, together with emerging practice and knowledge on how these can be delivered remotely.	2021	https://asiapacific.unwomen.org/en/digital-library/publications/2021/03/remote-service-provision-for-women-migrant-workers

Action Cards: 10 Things to Know About Violence against Women Migrant Workers (6 languages: English, Khmer, Ba	Technical Document	These Action Cards provide practical actions for frontline service providers to consider and apply when they support women migrant workers who are at risk of, or subjected to violence. These 10 things in the Action Cards are based on the international principles and standards including the Essential Services Package for Women and Girls Subject to Violence with specific consideration of the needs of women migrant workers.	2021	https://asiapacific.unwomen.org/en/digital-library/publications/2021/03/10-things-to-know
A training tool on the ILO-UN Women “Handbook: Addressing violence and harassment against women in the world of work”	Training Material	Training information on violence against women migrant workers issues and concerns	2021	
Gender-responsive and Inclusive Protocols and Programming to Address the Gender-Differentiated Needs of Women During COVID-19		Information about gender-responsive services and protocols to address women’s needs in COVID-19	2021	
Facilitation package - Coordinated Quality Services for Survivors of Violence against Women including Women Migrant Workers	Training Material	Training tools on providing coordinated services to women migrant workers	2021	
Risks of Violence against Women in the Labour Migration Cycle and Services that Need to be in Place throughout the Migration Cycle	Technical Document	The infographics capture the risks of violence against women migrant workers in the migration cycle and the services that should be in place to support women migrant workers subject to violence.	2021	https://asiapacific.unwomen.org/en/digital-library/publications/2021/09/the-infographics-on-the-risks-of-violence-against-women-in-the-migration-cycle
From evidence to action: Tackling gender-based violence against migrant women and girls	Technical Document	The policy brief concludes a set of concrete recommendations for stakeholders to tackle the pervasive human rights violation of gender-based violence.	2021	https://www.unwomen.org/en/digital-library/publications/2021/10/policy-brief-from-evidence-to-action-tackling-gbv-against-migrant-women-and-girls
A Practical Guide: Developing Standard Operating Procedures (SOPs) for a Coordinated Response to Violence against Women, including women migrant workers	Technical Document	The guidance for Standard Operating Procedures (SOPs) is an essential tool to make sure a coordinated response to VAW, including women migrant workers, is put in place. Because of the multi-faceted nature of VAW and the specific challenges and needs of women migrant workers, coordinated approaches to addressing it are considered more effective than when different actors work in isolation to address the issue.	2021	https://asiapacific.unwomen.org/en/digital-library/publications/2021/12/practical-guide-developing-standard-operating-procedures-for-a-coordinated-response-to-vaw
Ending Violence against Women in ASEAN Member States: Mid-term Review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women (RPA on EVAW 2016-2025)	Technical Document	The review highlights how all the priority areas are interlinked to each other and how they can be coordinated in all aspects-connecting country and regional initiatives, implementing policy frameworks through standardized quality services, and applying evidence to practice. It draws recommendations to coordinate, monitor and assess the effectiveness of the measures taken, in addition to allocating sufficient resources to implement.	2021	https://asiapacific.unwomen.org/en/digital-library/publications/2021/10/rpa-on-evaw-2016-2025
Training toolkit on prevention and response to sexual harassment	Training Material	Training information on addressing and reduction sexual violence	2021	
Training package for labour Migration Actors on VAWMW	Training Material	Training information on understanding violence against women and labour migration	2021	

COVID-19 and Violence Against Women: The evidence behind the talk	Training Material	The study shows the crucial role digital platforms can play in helping address violence against women, and underscores the urgent need to provide digital literacy skills to disadvantaged populations, to ensure access to potentially lifesaving online tools. Supporting women and girls impacted by the digital divide must be a priority for governments and partners as countries build back better in a post-pandemic world.	2021	https://asiapacific.unfpa.org/en/publications/covid-19-and-violence-against-women-evidence-behind-talk
Safe and Fair Babaeng Biyahero Campaign Analysis	Technical Document	Analysis about the impact of the public campaign and information services being provided to women migrant workers in the Philippines	2021	
Domestic Violence Laws in Thailand - Recommendations for Strengthening Protections for survivors	Technical Document	Analysis on strengthening protections for domestic violence victims and survivors in Thailand	2021	-
"GBV and Essential Services for Women Migrant Workers" training material	Training Material	Training tools on providing GBV services to women migrant workers	2021	Total 48 frontlines from NGOs and CSOs in Bangkok and in Chiang Mai were trained and have their understanding on ESP and how to respond to VAW against women migrant workers increased (30 persons in Bangkok and 18 persons in Chiang Mai).
Leaflet - Know your Rights at Work: Sexual Harassment	Briefs/Factsheets	Information about sexual harassment laws in Malaysia	2021	
Leaflet - If Stopped by Police	Briefs/Factsheets	Information about rights for migrant workers in Malaysia	2021	
Training Manual for Malaysian Inspectors on forced labour, child labour and gender-based discrimination, violence and harassment in the workplace	Capacity Development Modules	Training information for labour inspectors in Malaysia on GBV and violence and harassment in the workplace	2021	
CIFAL Philippines - Professional Course on Global Migration, Module 2: "Human Rights and Migration in International Law (including gender-related standards)"	Capacity Development Modules	Training tools for teaching international frameworks for rights-based labour migration, for Philippine government officials		



**Spotlight
Initiative**

