



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

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

Final Narrative Report

January 2018 – December 2023

Initiated by the European Union and the United Nations:



Programme Title & Programme Number														
<p>Programme Title: Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region</p> <p>MPTF Office Project Reference Number:¹ 108309</p>														
Recipient Organization(s)														
<p>International Labour Organization</p> <p>United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)</p>														
Programme Cost (US\$)														
<p>Total Budget as per the Spotlight CPD/RPD: 30,000,000 USD</p> <p>Total Spotlight funding:² 29,370, 587 USD</p> <p>Agency Contribution: 629,413 USD</p> <p>Spotlight Funding and Agency Contribution by Agency:</p> <table border="1"> <thead> <tr> <th>Name of RUNO</th> <th>Spotlight (USD)</th> <th>UN Agency Contributions (USD)</th> </tr> </thead> <tbody> <tr> <td>ILO</td> <td>\$16 334 067</td> <td>\$314 707</td> </tr> <tr> <td>UN Women</td> <td>\$13 036 461</td> <td>\$314 706</td> </tr> <tr> <td colspan="3">TOTAL: 30,000,000 USD</td> </tr> </tbody> </table>			Name of RUNO	Spotlight (USD)	UN Agency Contributions (USD)	ILO	\$16 334 067	\$314 707	UN Women	\$13 036 461	\$314 706	TOTAL: 30,000,000 USD		
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Priority regions/areas/localities for the programme
<p>The action has been 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).</p> <p>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/territories.</p>
Key Partners
<p>See Partnerships section of the report for the list of government partners, employers (private sector), trade unions, CSOs (including national and local/grassroots organizations) and academics</p>
Programme Start and End Dates
<p>Start Date: 01.01.2018</p> <p>End Date [as approved by the OSC or your N/RSC]: 31.12.2023</p>
Report Submitted By:
<p>Panudda Boonpala, Deputy Regional Director, ILO ROAP on behalf of all RUNOs</p>

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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Abbreviations and acronyms

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
AKSYON	Agarang Kalinga at Saklolo para sa mga OFW na Nangangailangan (Philippines)
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
C4D	Communication for Development
CEC	Central Economic Commission (Viet Nam)
CHC	Child Helpline Cambodia (Cambodia)
CSO	civil society organization
CTUM	Confederation of Trade Unions of Myanmar (Myanmar)
DFA	Department of Foreign Affairs (Philippines)
DLPW	Department of Labour Protection and Welfare (Thailand)
DMW	Department of Migrant Workers (Philippines)
DOLE	Department of Labor and Employment (Philippines)
DOLE-ILS	Department of Labor and Employment Institute of Labor Studies (Philippines)
ECOT	Employers' Confederation of Thailand (Thailand)
EU	European Union
EVAW	ending violence against women
GBV	gender-based violence
GOALS	Governance of Labour Migrations in South and South-East Asia
HOME	Humanitarian Organization for Migration Economics (Singapore)
IDWF	International Domestic Workers' Federation
IEC	information, education and communication
ILMS	international labour migration statistics
IOM	International Organization for Migration
IVR	interactive voice response (Cambodia)
KPI	Indonesia Women Coalition (Koalisi Perempuan Indonesia)
KSBSI	Confederation for All Indonesia Trade Unions (Konfederasi Serikat Buruh Seluruh Indonesia)
LFTU	Lao Federation of Trade Unions
LGBTI	lesbian, gay, bisexual, transgender and intersex persons
LTSA	One-Roof Integrated Service Centre (Layanan Terpadu Satu Atap) (Indonesia)
MOFA	Ministry of Foreign Affairs
MOLISA	Ministry of Labour, Invalids and Social Affairs (Viet Nam)



MOLSW	Ministry of Labour and Social Welfare (Lao People’s Democratic Republic)
MOU	memorandum of understanding
MoWA	Ministry of Women’s Affairs (Cambodia)
MPTF	Multi-Partner Trust Fund
MRC	Migrant Worker Resource Centre
MTUC	Malaysian Trades Union Congress
NAP	National Action Plan
NEA	National Employment Agency (Cambodia)
NGO	non-governmental organization
NIVET	National Institute of Vocational Education and Training (Viet Nam)
NPAC	National Programme Advisory Committee
OFW	overseas Filipina/o worker
OWWA	Overseas Workers Welfare Administration (Philippines)
PDOLVT	Provincial Department of Labour and Vocational Training (Cambodia)
PERTIMIG	Indonesian Migrant Domestic Workers Association (Persatuan Pekerja Rumah Tangga Indonesia Migran) (Malaysia)
PINAY	Pinay Care Workers Transnational Federation (Philippines)
POEA	Philippines Overseas Employment Administration (Philippines)
ProDoc	Project Document
PSC	Project Steering Committee
PSI	Public Services International
RPAC	Regional Programme Advisory Committee
RUNO	Recipient United Nations Organization
SAF	Safe and Fair: Realizing women migrant workers’ rights and opportunities in the ASEAN region
SBMI	Indonesian Migrant Workers Union (Serikat Buruh Migran Indonesia)
SDG	Sustainable Development Goal
SERC	State Enterprises Workers’ Relations Confederation (Thailand)
SOGIE	sexual orientation, gender identity and expression
SOP	standard operating procedure
TESDA	Technical Education Skills Development Authority (Philippines)
TIP	trafficking in persons
TVET	technical and vocational education and training
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children’s Fund
UNITED	United Domestic Workers of the Philippines (Philippines)
UNODC	United Nations Office on Drugs and Crime
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VAW	violence against women
VAWG	violence against women and girls
VFI	Village Focus International (Lao People’s Democratic Republic)



VSLA Village Savings and Loans Association
WCC Women's Crisis Center (Indonesia)
WLB Women's Legal and Human Rights Bureau (Philippines)
WVFT World Vision Foundation Thailand



Executive summary

The Safe and Fair: Realizing Women Migrant Workers' Rights and Opportunities in the ASEAN Region programme (SAF) is part of the Spotlight Initiative to eliminate violence against women and girls, a global, multiyear initiative between the European Union and United Nations. SAF was implemented through a partnership between the ILO and UN Women, in collaboration with UN Office on Drugs and Crime (UNODC), with the overriding objective of ensuring that labour migration is safe and fair for all women in the Association of Southeast Asian Nations (ASEAN) region. The programme aimed to address women migrant workers' vulnerabilities to violence and trafficking, strengthen rights-based and gender-responsive approaches to violence against women and labour migration governance, and support access to essential services.

SAF's efforts to make labour migration for women safe and fair have resulted in the following:

Legislative and policy reform in ASEAN Member States: During the reporting period, the programme strengthened **134** labour migration and eliminating violence against women (EVAW)-related laws, policies and action plans in Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Thailand and Viet Nam. SAF's inputs have focused on making labour migration and EVAW frameworks more gender-responsive and inclusive of the needs of women migrant workers. SAF made technical inputs to the following:

- Act Creating the Department of Migrant Workers, and its implementing rules and regulations, in the Philippines;
- Decree on the Placement of Indonesian Migrant Workers under the New Normal, and its related standard operating procedures (SOPs) and directives, in Indonesia;
- National action plans and laws on anti-trafficking in Cambodia, Indonesia, Malaysia and Myanmar;
- National action plans on EVAW in Cambodia, the Lao People's Democratic Republic, Malaysia, Myanmar, Thailand;
- National action plans on the implementation of the Global Compact for Safe, Regular and Orderly Migration (GCM) in Indonesia and Viet Nam;
- Ordinance Providing for Coordinated Quality Services for Overseas Filipino Workers in the Philippines;
- Ratification of the Violence and Harassment Convention, 2019 (No. 190), in the Philippines.

ASEAN engagement: SAF supported the implementation of the ACMW³ Action Plan 2018–2025, the ASEAN Consensus Action Plan 2018–2025, and helped develop and implement the ACWC⁴ Work Plan 2021–2025, through its support to ASEAN initiatives that include:

- Regional research across all ASEAN Member States on the employment conditions for women migrant workers, especially domestic workers, in the region – led by Indonesia and Viet Nam;
- Mid-term evaluation of the ASEAN Regional Plan of Action on EVAW (and implementation of its recommendations);
- Development of ASEAN Regional Guidelines for Developing National Standard Operating Procedures (SOPs) to further strengthen coordinated, essential services for violence against women (VAW) response – led by Thailand;

³ The ACMW is the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers.

⁴ The ACWC is the ASEAN Commission on the Promotion and Protection of Women and Children.



- Audiovisual materials for a public campaign for safe and fair migration in the ASEAN region – led by the Philippines;
- Second phase of the ASEAN regional campaign on ending gender-based workplace exploitation – led by Thailand; and
- Regional workshop with key ASEAN sectoral bodies to strengthen cross-border cooperation on the prevention and investigation of trafficking in persons for forced labour – led by the Lao People’s Democratic Republic.

Capacity-building of duty-bearers, service providers and community leaders: SAF built the capacity of **21,962** government officials, employers, trade unionists, service providers, civil society representatives, women migrant worker leaders, media and youth to improve their understanding of women’s labour migration and violence against women migrant workers in the ASEAN region, with the intention of improving policy design, implementation and service provision for women migrant workers and their families. Some highlights include:

- Training government agencies to improve the coordinated collection, analysis and sharing of sex-disaggregated international labour migration statistics and VAW prevalence data – in Brunei Darussalam, Cambodia, Indonesia, the Lao People’s Democratic Republic, Myanmar, the Philippines and Viet Nam.
- Strengthening migrant-sensitive and gender-responsive labour inspections, and training employers to address violence and harassment in the world of work – in Malaysia and Thailand.
- Building the capacity of service providers to provide: (1) gender-responsive migration and EAW information, services and referrals – in nine ASEAN countries; (2) paralegal assistance to women migrant workers in cross-border compensation cases – in Indonesia and Singapore; and (3) financial literacy trainings to women migrant workers and their families – in Indonesia, Malaysia, the Philippines, Singapore and Viet Nam.
- Strengthening women migrant domestic workers’ leadership skills – in Malaysia, Singapore and Thailand.

Information and services for women migrant workers: 428,765 women migrant workers received support services, including psychosocial, health, social or legal services and shelters; increased their knowledge of support initiatives, EAW, and safe and fair migration; and received job skills training/certification. These included:

- 74,926 women migrant workers received legal aid, counselling, and outreach and information dissemination services through 36 Migrant Worker Resource Centres (MRCs) supported by SAF in nine ASEAN countries.
- 1,285 women migrant workers who received vocational training and certification
- 352,554 women migrant workers received VAW-specific services from frontline service providers and received information on VAW and trafficking by networks across nine ASEAN countries.

EAW Referral mechanisms, and task forces: In addition to service provision, **17** referral mechanisms were established with an SOP on cross-sector referrals for women migrant workers who have experienced violence, and **15** joint task forces were established to address the issues of women migrant workers in Cambodia, Indonesia, Malaysia, Philippines, Thailand and Viet Nam.

Women migrant workers’ organizing: The ability of women – as migrant workers – to organize and participate in trade union activity or form their own associations, is an important aspect of securing their right to decent work, free from violence and harassment. Through SAF support, **9246** women migrant workers



joined workers' organizations or joined networks of informal workers' associations in Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia and Philippines. With regard to women migrant domestic workers, SAF supported the:

- Establishment of PERTIMIG, a migrant domestic worker network in Malaysia;
- Establishment of PINAY, a transnational union for Filipino domestic and care workers in the Philippines;
- Establishment of IPPMI, a workers' group for Indonesian migrant domestic workers, and a platform "Suara Kita" for Indonesian migrant domestic workers to network in Singapore.

Peer networking: Peer networks help women migrant workers develop a support system to gain information to prevent violence, abuse and trafficking and provide other types of support for safe migration and access to essential services; **137906** users of community-based and women-led networks have been supported by SAF to take an active role in preventing VAW and trafficking. Online engagement has increased both the number of peer network members and improved the quality of interactions between network members.

Knowledge-building and community engagement: Online and in-person campaigns and awareness-raising activities to improve public perception of women's labour migration and increase understanding of violence against women migrant workers have reached over 35,000,000 members of the public in nine ASEAN countries. SAF has produced 180 research studies, training materials and other knowledge products, which have been used in different trainings and outreach events.

- The **media** plays a crucial role in influencing public opinion; SAF trained journalists, vloggers and social media content creators on gender- and migrant-sensitive reporting and content creation in Indonesia, Malaysia, Viet Nam, Cambodia and Myanmar.
- Noting the positive influence that **youth** can have in their families and communities, SAF and Project Liber8 launched the "'Advoc8 on the Road' (University Edition)" campaign to improve university students' attitudes about, and empathy towards, women migrant workers, especially migrant domestic workers in Malaysia.



Significant contextual shifts and overall implementation status

Women's labour migration has been increasing from and within the Association of Southeast Asian Nations (ASEAN) region, with close to half of all migrant workers in the region being women. Migration has been recognized as having the potential to foster more equitable, inclusive and sustainable growth and human development for both countries of origin and destination. Women can exercise considerable agency through their decision to migrate, in particular through decisions related to remitting and spending money. Women migrant workers are vulnerable to violence due to their economic and social position and the gendered nature of the labour market. Violence incorporates physical and sexual violence and trafficking, but also psychological and economic violence, which includes a range of types of violence against women (VAW) committed by intimate partners and strangers, as well as the violence of exploitative labour conditions. This vulnerability can be exacerbated among women migrant workers who are undocumented or migrate through irregular channels due to the limited availability or accessibility of regular migration options. Documented migrant workers may also get into irregular status due to unethical practices of recruitment agencies or individual employers.

The Safe and Fair programme (SAF) was designed and implemented in this context. Between 2018 and 2023, some of the significant external developments were:

COVID-19's impact on labour markets and women migrant workers

Countries in Asia and the Pacific have been striving to recover from the global pandemic and its related economic impact. Some countries in the region have also been impacted by political, social and environmental crises.⁵ The region continues to face socio-economic uncertainties, with high inflation rates threatening livelihoods across the region. The three largest sectors in terms of employment in Asia and the Pacific are: (i) agriculture, forestry and fishing; (ii) manufacturing; and (iii) wholesale and retail trade. The pandemic exacerbated existing inequalities, with segregation of men into sectors that offer higher wage potential (like IT) and women remaining in lower-paying sectors (elementary occupations), stalling progress on closing gender wage gaps. The COVID-19 pandemic resulted in an aggregate decline in employment and an increase in the rate of unemployment, which was threefold of what was seen with the 1997 Asian financial crisis.

The COVID-19 pandemic had a devastating impact on migrant workers worldwide, especially on women migrant workers. Surveys indicated that over 65 per cent of women domestic workers reported losing their day off and having their hours extended without extra pay.⁶ Women migrant workers saw increased violence, harassment, heightened restrictions on movement, coercion, longer working hours and other rights abuses. Women migrant workers in care, nursing and cleaning roles found themselves on the frontline as essential workers, yet their access to social protection remained limited, which was a concern given the health risks involved.⁷ The International Domestic Workers Federation (IDWF) – a SAF partner – reported in 2020:

Until December 2020, around 25 per cent of our Indonesian and Filipino affiliated unions' members (mostly live-out migrant domestic workers) were unable to go back to work and [some have] have up to 50 per cent less income. Racism and harsh immigration measures/raids keep on increasing, targeting undocumented migrants. Our organizer and union leaders on the ground keep on getting cases – mostly of unpaid salary, illness. Some [domestic workers] also report being physically and sexually harassed.

⁵ ILO, *Asia–Pacific Employment and Social Outlook 2022: Rethinking Sectoral Strategies for a Human-Centred Future of Work*, 2022.

⁶ ILO, "Experience of ASEAN Migrant Workers during COVID-19: Rights at Work, Migration during the Pandemic, and Remigration Plans (Second Assessment)", ILO Brief, June 2021, 3. See also: ILO, *Asia–Pacific Employment and Social Outlook 2022*.

⁷ ADPI, ILO and OECD, *Labor Migration in Asia: COVID-19 Impacts, Challenges, and Policy Responses*, 2022.



Returnee women migrant workers were at risk of discrimination, violence and harassment on their journeys back home, in their communities upon return and in mandatory COVID-19 quarantine facilities. Women’s helplines noted an increase in reports of violence faced by women. In Malaysia, the Talian Kasih hotline for women and children reported a 57 per cent increase in calls while the national movement control order was in effect, and the Women’s Aid Organisation (WAO) reported a 40 per cent increase in calls about violence to their hotline. At the same time, many services addressing violence were closed or downscaled, as funding priorities were diverted to more traditional, immediate humanitarian responses (such as cash and food distribution), and away from gender-based violence services.

SAF aligned its work to the United Nations (UN) Secretary-General’s Political Engagement Strategy on Gender-based Violence (GBV) and COVID-19, urging States to make the prevention of violence against women and girls (VAWG) a key part of their national response plans for COVID-19. Supported by the EU’s timely approvals, SAF responded by working closely with labour migration stakeholders – including employers’ and workers’ organizations, civil society organizations (CSOs) and Migrant Worker Resource Centres (MRCs); VAW service providers, such as shelters, helplines and crisis services; and networks to help them to cater to needs of women migrant workers and stay operational, relevant and skilled (increasing digital service provision, for instance). Information was disseminated on safe migration and on the heightened risks of violence, including information on where women migrant workers could seek help and support in the context of more limited service availability and closures due to COVID-19 restrictions and lockdowns so they could remain safe and access services.⁸

To respond to the pandemic, ASEAN countries introduced a variety of domestic measures. For instance, the Philippines prohibited overseas travel for Filipino nurses and medical workers for several months. In Singapore and Thailand “bubble and seal” programmes were introduced in 2021 to restrict the mobility of migrant workers in some industrial sectors. SAF supported 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**.

Post-pandemic, human-centred recovery

For ASEAN countries, labour migration has been identified as a key strategy for the region’s post-pandemic recovery⁹, and hence the need for a perspective shaped around a human-centred recovery. The ILO Global Call to Action for a Human-Centred Recovery¹⁰ has emphasized the importance of an inclusive and sustainable recovery that prioritizes decent work, work protection, social dialogue and the reduction of inequalities.

Given the negative impact of the COVID-19 pandemic on women’s lives, including gender-based violence, a global report published by UN Women and the United Nations Development Programme (UNDP) identified priorities to place gender at the core of recovery efforts, including enhancement of support for feminist movements; the need for real-time comprehensive gender data; and addressing gender discrimination against women and girls, including women migrant workers in both regular and irregular situations.

SAF supported both countries of origin and destination in their measures when re-opening the recruitment of migrant workers. In Indonesia and the Philippines, the Government has been drafting legislation that considers the changing nature of labour migration, recruitment and placement needs. SAF supported these

⁸ See more on contextual shifts in SAF’s 2020 publications (Output 3.1), particularly Spotlight Initiative, “COVID-19 and Women Migrant Workers in ASEAN”, Spotlight Initiative Brief, 4 June 2020.

⁹ ASEAN Secretariat, *ASEAN Migration Outlook*, 2022.

¹⁰ ILO, *Global Call to Action for a Human-Centred Recovery from the COVID-19 Crisis that Is Inclusive, Sustainable and Resilient*, 2021.



processes, advocating for a more gender-responsive approach to policy framing that is in line with international labour standards. In the Philippines, SAF supported overseas Filipina workers by assisting the Government in the development of the “OFW Reintegration Advisor and Referral Pathway”. SAF also supported skills development reskilling of women migrant workers through partnerships with the technical and vocational education and training (TVET) schools in the Philippines, Cambodia and Viet Nam. In Indonesia, SAF supported the development of monitoring tools that can be used for labour inspections of TVET centres to ensure that the potential migrant workers who come to train at these schools can learn in an environment free from violence and harassment.

Normative landmarks in gender-responsive labour migration frameworks

- The ILO’s tripartite constituents in ASEAN and beyond held conversations in 2018 on the content of the proposed instruments for the introduction of an **international labour standard on ending violence and harassment in the world of work**. This resulted in the introduction of the first international instruments—the ILO Violence and Harassment Convention (No. 190) and Recommendation (No. 206), 2019 – to recognize the rights of everyone to a world of work free from violence and harassment, including gender-based violence (GBV) and harassment. It also provides the first international definition of violence and harassment in the world of work, including GBV. The Convention was adopted in June 2019 and came into force on 25 June 2021.
- In December 2018 the **Global Compact on Safe, Orderly and Regular Migration (GCM)** was adopted. The GCM provides a comprehensive non-binding framework to strengthen international cooperation and national efforts to improve migration governance frameworks to ensure that all migrant workers can benefit from safe and fair migration.
- In 2019 the ILO adopted a **Definition of Recruitment Fees and Related Costs**, which should be read together with the **General Principles and Operational Guidelines for Fair Recruitment** and which were published together in May 2019.¹¹ The Definition has been vital in the SAF’ work especially in the development of policy and legislative frameworks on fair recruitment.
- At the 110th Session of the International Labour Conference of the International Labour Organization (ILC) that was held from 27 May to 11 June 2022, the ILC declared that safe and healthy working conditions were fundamental to decent work and subsequently adopted the Resolution on the inclusion of a safe and healthy working environment in the ILO’s framework of fundamental principles and rights at work. As a result, the **Occupational Safety and Health Convention, 1981 (No. 155)**, and the **Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)**, came to be considered as fundamental Conventions. This is very critical in rights protection of women migrant workers against occupational diseases and hazards.
- **Regional commitments to improve migrant workers’ conditions:** On 6–9 December in 2022, the 17th Asia and the Pacific Regional Meeting¹² concluded with the **Singapore Statement**, which recognized the need to:

“[s]trengthen governance frameworks and respect for freedom of association to protect the rights of migrant workers, including improved accommodation, protection of wages and extension of social protection and, where appropriate, through enhanced bilateral labour migration agreements between both sending and receiving countries. Tripartite mechanisms should help promote cooperation between constituents to mitigate negative impacts and harness opportunities that arise from labour migration”.¹³

¹¹ ILO, *General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs*, 2019.

¹² [ILO, “17th Asia and the Pacific Regional Meeting”](#).

¹³ Article 15 of the Singapore Statement, see ILO, *The Singapore Statement*, APRM.17/D.4(Rev.1) (2022).



Such high-level commitments have also been complemented by policy developments at the national level in ASEAN.

Landmark events in eliminating violence against women

- **#Metoo movement:** The #Metoo movement provided unprecedented visibility and solidarity for women who have experienced sexual harassment and violence, especially in the workplace. SAF used this momentum for advocacy and dialogue with governments and employers to raise awareness of the importance of introducing sexual harassment and sexual violence laws, policies, measures or guidelines. SAF joined the 16 Days of Activism against Gender Based Violence campaign under the umbrella of the UNITE to End Violence Against Women campaign and the #HearMeToo campaign theme, showcasing the #DontTellMeHowToDress campaign (in Thailand and the Philippines).
- UN Women and the UNDP launched in June 2022 the report **Government Responses to COVID-19: Lessons on Gender Equality for a World in Turmoil**, which reflects what governments can do to prevent further rollbacks and recover lost ground, while enhancing resilience and preparedness for future shocks. The report revealed that among the nearly 5,000 COVID-19 measures adopted by governments across 226 countries and territories, only 856 in 163 countries were reported to focus on addressing violence against women and girls (VAWG). Globally, only 13 countries mainstreamed VAWG into their COVID-19 response plans. The report acknowledged that countries with pre-existing coordination mechanisms were able to adopt and better address VAWG during the times of crises compared to the ones with weaker pre-existing infrastructure and coordination on prevention and response to VAWG.¹⁴
- Following the UN Secretary-General's call to all governments to include prevention of and response to VAWG in their national response plans for COVID-19, the Secretary-General's Executive Committee adopted a "Political Engagement Strategy" for the entire UN system to mobilize commitments and action to end gender-based violence in the context of COVID-19. The "Political Engagement Strategy" calls for governments to take action on four key areas: Fund, Prevent, Respond, Collect.¹⁵
- The Vision of the Action Coalition on Gender-Based Violence (AC GBV), which aligns with the four pillars and key areas of policy actions in the Secretary-General's "Political Engagement Strategy on GBV and COVID-19: Prevent, Respond, Fund and Collect", brings diverse stakeholders together to make advocacy, programmatic, financial and policy commitments to end GBV against women and girls in all their diversity. In June 2021, the UN Women Regional Office for Asia and the Pacific organized a regional dialogue on the AC GBV, where SAF partners were involved and engaged by feeding into the dialogues on prevention and response to violence against women migrant workers.
- **Ending violence against women (EVAW) – The ASEAN Regional Guidelines on Violence against Women and Girls Data Collection and Use** was published as part of UN Women's support to ASEAN for the implementation of the ASEAN Regional Plan of Action of Elimination on Violence against Women and has been used within SAF extensively to guide conversations about administrative and other forms of data on VAW. In collaboration with United Nations Population Fund (UNFPA), World Health Organization (WHO), UNDP and UNODC, UN Women has leveraged the **Essential Service Package for Women and Girls Subject to Violence** across countries in South-East Asia, drawing in a wider range of response actors beyond the "typical" by reaching out to a wider range of labour, migration and trafficking actors. SAF created opportunities to extend essential services responsive to the specific needs of women migrant workers by commissioning translations of the Essential Service Package in Lao and

¹⁴ UN Women and UNDP, *Government Responses to COVID-19: Lessons on Gender Equality for a World in Turmoil*, 2022.

¹⁵ UN, "United Nations Secretary-General's Campaign UniTE by 2030 to End Violence Against Women: Action Circular: February/March 2021", 2021.



Thai, thus building on the previous interventions for a coordinated response to VAWG based on international standards.

- In response to a growing interest in standardizing services and prevention of VAW, SAF assisted ASEAN in drafting regional-level guidance to develop national SOPs for survivors of violence – namely, the **ASEAN Guidelines for Developing National SOPs for a Coordinated Response to Violence against Women** – and developed a **Regional Framework for the Prevention of Violence against Women Migrant Workers**.
- **The Asia–Pacific Ministerial Conference on the Beijing+25 Review** was organized in Bangkok in November 2019, which brought together government ministers and officials, CSOs and other key stakeholders from across Asia and the Pacific. This three-day conference offered an opportunity to advocate for women migrant workers’ needs, which can be ignored in VAW initiatives, and reviewed the process of raising awareness of the importance of their needs in national and regional meetings.
- In 2021 **Generation Equality Forum** was held in Mexico City and Paris, marking the start of the five-year global journey of Generation Equality initiatives, including priorities identified by the Gender Based Violence Action Coalition (GBV AC). The GBV AC calls for stronger investment in national GBV prevention and resource allocation for GBV programmes, and consultation with civil society and diverse violence survivors.¹⁶ SAF was engaged and featured in the Generation Equality Journey to End GBV, organized as a part of the forum.

National elections

Between 2018 and 2023, national elections were held in Cambodia, the Philippines, and Malaysia. Elections led to new leadership in Malaysia and in the Philippines, which had an impact on programme delivery as new interlocutors emerged with whom SAF had to re-commence dialogue and build partnerships and understanding of the work being done by SAF and its partners on the ground.

Adoption of international labour standards

- The Government of **Malaysia** ratified the Protocol of 2014 to the Forced Labour Convention, 1930, becoming the second ASEAN Member State to do so. Malaysia’s ratification of the Protocol marks a key step towards regional progress in improving decent work and reducing violence and trafficking. The ratification was followed by development of a National Action Plan on Forced Labour (2021–2025). With many women migrant workers finding themselves in situations of forced labour, the implementation of the National Action Plan is critical.
- Malaysia also submitted a letter to the ILO to become an Alliance 8.7 Pathfinder Country. Pathfinder Countries commit to concrete actions to achieve the objectives of Sustainable Development Goal (SDG) target 8.7, which covers the topics of forced labour, modern slavery, human trafficking and child labour. As per the *2022 Global Report on Trafficking in Persons*, trafficking in forced labour is the most common form of trafficking in the ASEAN region.¹⁷
- In **the Philippines**, the House Committee on Labour and Employment adopted a resolution calling for the ratification of the ILO Violence and Harassment Convention, 2019 (No. 190). In December 2023, the Philippines completed its internal approvals for ratifications. In February 2024, the Philippines become the first Asian country to have ratified Convention No. 190.

¹⁶ UN Women, “Press Release on One Year from the Generation Equality Forum: Where Are We Now?”, 30 June 2022.

¹⁷ UNODC, *Global Report on Trafficking in Persons 2022*, 2022.



Crises in Myanmar in February 2021

The sudden takeover by the military junta destabilized the country, resulting in violence, increased forced migration and displacement, including refugee flows, irregular migration, trafficking (especially in women and girls), and heightened risks of VAW. Many CSOs were impacted, including the trade union partner of SAF whose leaders were detained. Under such circumstances, the need to support women, especially women migrant workers, became even more critical. The UN High Commission for Refugees (UNHCR) estimated that there were 1,086,000 refugees and asylum-seekers from Myanmar in neighbouring countries as of 30 June 2022. Due to limited humanitarian access, most implementation partners, including SAF's implementation partners, had to rely on local community-based organizations (CBOs) to deliver emergency assistance. Additionally, in Mae Sot and Chiang Mai, **Thailand**, SAF supported the **Gender-Based Violence Taskforce** to assist women who had survived violence, including asylum-seekers from Myanmar who had migrated into Thailand, regardless of their migration status.¹⁸

Climate change

Climate change is a driver of migration, even as the linkages between national-level labour migration strategies and national climate change adaptation plans still need elaboration. By strengthening institutional frameworks and services to ensure safe and fair migration for women migrant workers, SAF's current work has contributed to future climate resilience and a Just Transition. The ASEAN region is also one of the most vulnerable regions in the world to environmental degradation and climate change. Natural disasters hit in the Philippines, Thailand and Malaysia in 2021, which shifted the priorities of implementation partners to meet the most immediate needs of migrant workers and their communities. SAF's response was to work closely with the frontline service by providing personal protective equipment (PPE) and information on the heightened risks of violence during emergencies. In 2022, typhoons hit the Philippines and Viet Nam, and flooding occurred in Thailand and Cambodia, impacted communities, including migrant workers. In Cambodia and Thailand, the flooding caused delay in the implementation of SAF activities, and the project timeline had to be adjusted. Flooding in the Philippines in 2023 meant that some of the MRCs had to move their locations; the damage caused affected service provision and community outreach work.

Emerging concerns

The period of 2020–2023 saw emerging trends in human trafficking, drawing attention to how migrant workers were being lured into trafficking by online scam operations in Cambodia, the Lao People's Democratic Republic, Myanmar and Thailand.¹⁹ A 2023 report by UN Officer of the High Commissioner for Human Rights (OHCHR) indicates that hundreds of thousands of people have been forcibly involved in such online scam operations, and that "countries like Cambodia, the Lao People's Democratic Republic and Myanmar – in which these online scam operations have been documented to be taking place – have seen their position shift from countries of origin of trafficked persons to the destination countries into which people from other countries are trafficked".²⁰ Little evidence is available about the impact of such schemes on women, but it is clear that new, gender-sensitive approaches are required to address trafficking in the region.

¹⁸ Please also see [Spotlight Initiative, "The GBV Task Force Has Changed My Life' – Strengthening Services for Survivors of Violence in Thailand"](#).

¹⁹ For instance, see Global Development Project, "Cambodia & Southeast Asia: Cyber Scam Trafficking Victims Facing Detention and Prosecution", *Immigration Detention Monitor Blog*, 6 June 2023.

²⁰ UN OHCHR, *Online Scam Operations and Trafficking into Forced Criminality in Southeast Asia: Recommendations for a Human Rights Response*, 2023.



Implementation status

In the six-years of implementation, SAF constantly made links between labour migration, ending violence against women (EVAW), and anti-trafficking responses. The programme mainstreamed three cross-cutting approaches: (i) women’s voice and agency; (ii) rights-based approaches; and (ii) broad engagement of stakeholders.

Overall, most of the SAF results were achieved and targets of the six-year programme were “met” , except three targets. (see Annex A – Results Framework). SAF fully achieved **19** of its 22 targets, and made substantive progress in the remaining three targets. Two of these relate to data and as was noted in the mid-term evaluation, these results areas is largely beyond the ability of influence of the programme.

At the end of the programme period, SAF contributed significantly to the achievement of the three programme objectives as can be seen in Annex A.

Programme governance and coordination

A. National / Regional Steering Committee

SAF had three layers of programme governance:

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

Project Steering Committee (PSC)

SAF’s PSC was established in February 2018 with four mandates:

- i. providing strategic leadership and oversight to the programme;
- ii. coordinating among ILO, UN Women and UNODC in implementation;
- iii. facilitating communication with the Spotlight Initiative and the EU; and
- iv. providing opportunities to exchange good practices.

The PSC consisted of the ILO, UN Women and UNODC; the Spotlight Secretariat; and the EU (represented by the EU Delegation in Thailand and Brussels). Since then, the Committee has met on a biannual basis and in a hybrid manner. Meetings were co-chaired by the EU, ILO and UN Women, with one ‘main’ chair on a rotational basis.

The PSC has been instrumental in guiding the implementation of the programme, especially during the COVID-19 pandemic by approving the repurposing of funds for COVID-19 response, discussing the Mid-Term Evaluation findings, as well as jointly identifying solutions for implementation challenges in Myanmar. For details on the PSC’s work, please refer to previous annual reports.

Regional Programme Advisory Committee (RPAC)

Meeting on an annual basis, the RPAC provided a platform to discuss technical and strategic guidance to ensure the SAF programme remained aligned with ASEAN priorities and frameworks. The RPAC consisted of representatives from ASEAN institutions and ASEAN-level partner organizations (including employers, trade unions and CSOs), the EU Delegation and European Commission, as well as the UNODC. The RPAC has been instrumental in enabling the programme to understand emerging regional trends and to identify



regional priorities and partnerships to support ASEAN-level and cross-border opportunities to improve safe and fair labour migration opportunities for women migrant workers.

Over the years, the RPAC has appreciated SAF's interventions in relation to:

- i. working with governments and ASEAN bodies to improve rights-based and gender-responsive approaches to labour migration;
- ii. strengthening interventions to reduce violence against women migrant workers;
- iii. strengthening women migrant workers' organizing and leadership; and
- iv. engaging with employers, youth and the wider public to shift negative behaviours and attitudes.

RPAC members especially welcomed SAF's support for the ASEAN-level initiatives as follows:

- Developing ASEAN-level SOPs and cross-border assistance and referral mechanisms for women migrant workers.
- Supporting initiatives in the work plans of the:
 - ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW);
 - ASEAN Commission on the Promotion and Protection of Women and Children (ACWC); and
 - ASEAN Committee on Women (ACW) towards Strengthening Regional Responses of ASEAN Member States in Rights-based and Gender-sensitive Safe Migration for Women, ERAW and Anti-trafficking.

For details on specific ASEAN-level initiatives, please refer to the previous SAF annual reports.

National Programme Advisory Committees (NPACs)

Between 2018 and 2023, SAF established NPACs in Cambodia, Indonesia, the Lao People's Democratic Republic, Myanmar²¹, Malaysia, the Philippines, Thailand and Viet Nam in order to provide country-specific strategic guidance and governance oversight to national-level programming, garner national ownership, and support design and implementation of activities. NPACs were organized in collaboration with EU Delegations. Each NPAC has either been chaired by the ministry responsible for labour migration or co-chaired (as in the Philippines and Indonesia) by officials from the ministry responsible for labour migration and the ministry responsible for women's rights. The exception has been Thailand, where the NPAC was co-chaired by the Permanent Secretary from the Ministry of Labour and the Deputy Ambassador of the EU Delegation in Bangkok. Where there are no dedicated women's ministries or where departments for women were not serving as co-chairs, SAF supported the presence and voice of those departments in labour migration governance discussions. Employers' organizations, workers' organization representatives and CSOs have also been key members in the NPACs. Detailed information about the work of the individual NPACs can be found in previous annual reports.

B. ASEAN Civil Society Reference Group

SAF initiated its ASEAN Civil Society Reference Group in 2019, in keeping with the principles of CSO engagement that were referenced in the Spotlight Initiative's Terms of Reference.²² The ASEAN Civil Society

²¹ In **Myanmar**, as per the UN Country Team engagement principles drafted and agreed to by UN agencies in the country (also in line with the EU position), SAF has suspended all engagement with government entities. As a result of this situation, as well as the limited space for social dialogue and consultations, the NPAC meeting for Myanmar has not been organized since 2020.

²² The SAF Project Document did not make provision for a CSO reference group.



Reference Group consisted of civil society representatives from each of the eight countries where SAF has a presence (two representatives from each country). The CSOs in this group worked in the areas of women’s rights, anti-trafficking, EAW, domestic workers’ rights and labour migration. The ASEAN Civil Society Reference Group provided knowledge-sharing and advisory support to facilitate the design and implementation of SAF’s activities and were engaged in advocacy through SAF initiatives and events. Since members were also implementing partners²³ that work directly in communities, they were able to provide information and updates about changes in national policy (and their impact on the ground) and on the new and emerging trends they observed in relation to women migrant workers, both in countries of origin and countries of destination. Such insight allowed SAF to identify priority areas for work – advocacy, programming and capacity-building – that are country-specific, responsive to needs of women migrant workers in communities and better respond to the needs of women migrant workers at the community level as well. For specific details on the work of the Civil Society Reference Group, please refer to previous SAF annual reports.

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

This section presents the list of pre-existing mechanisms the programme engaged with over the six years of implementation. For the details on inter-agency coordination, see the section on “Programme Partnerships” below.

Gender-based Violence (GBV) Area of Responsibility: Coordination among agencies, committees, and other governance mechanisms was created between SAF and Regional Emergency GBV Advisors from the GBV Area of Responsibility at the onset of the pandemic in 2020. To respond to the pandemic, a learning and refresher series on GBV in emergencies was organized early on during COVID-19 to build the capacities of partners across the regions and of SAF staff members who had never responded to VAW in the context of emergencies. Addressing GBV at the nexus of development and emergencies became a frequent thread in the EAW work within SAF.

SAF also contributed to the **GBV in Emergencies inter-agency technical working group**, coordinated by the GBV Area of Responsibility. This included UNFPA, the United Nations Children’s Fund (UNICEF), the United Nations High Commissioner for Human Rights (UNHCR), the International Organization for Migration (IOM), the International Committee of the Red Cross (ICRC), and other international CSOs, which collaborated in the development of guidance and training tools on cross-border referral pathways ensuring that VAW, including among women migrant workers, was mainstreamed across the development–peace–humanitarian nexus. Through SAF, UN Women led an interagency initiative – together with UNFPA, UNHCR, IOM and ILO – to develop **cross-border referral guidelines and mechanisms to address GBV**.

In 2022 SAF initiated the **Prevention Framework on Violence Against Women Migrant Workers**. In cooperation with the GOALS project (ILO, IOM and UN Women), this framework had been developed through collaborative efforts among UN agencies, which extended to include South Asia. In this framework, SAF provided technical inputs for South-East Asia and continued to be guided by this prevention framework in the initiatives within SAF. Linking the prevention framework with the guidance on cross-border referrals has emerged as valuable contribution from SAF.

ASEAN Counter Trafficking in Persons (CTIP) Coordination Meetings: SAF contributed to 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

²³ See the section on “Programme partnerships” below.



participated in these meetings with other UN agencies (IOM and UNDP).²⁴ In Cambodia, through the UNODC, SAF supported a multi-stakeholder **National Forum on Combatting Trafficking Online** to strengthen national coordination on newer, online forms of trafficking (see Output 2.4).

Asia-Pacific UNiTE Working Group to End Violence against Women: Since 2018 SAF has been engaged with the Asia-Pacific UNiTE Working Group to End Violence Against Women, co-chaired by UN Women and UNFPA, contributing to developing its work plans, coordinating meetings, and reporting the results. At the regional level, SAF brought the UNiTE Working Group on EAW to the Regional Dialogue in 2021, which was featured in ‘the Generation Equality Journey to End Gender-based Violence’ organized as part of the global Generation Equality Forum.

Global Compact on Migration: SAF engaged in discussions (**Cambodia, Indonesia, Philippines, Viet Nam**) related to the Global Compact on Migration, National Action Plans and voluntary reviews in coordination with the IOM and other UN agencies. In **Viet Nam**, SAF assisted the Ministry of Foreign Affairs in developing communications strategies for women migrant workers as part of the implementation of the Global Compact on Migration (GCM) National Plan. In **the Philippines**, 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.

Country-specific coordination:

- **Cambodia:** SAF supported the participation of a migrant domestic worker representative to lead some of the discussions at the **UN Network on Migration** workshop on “Integrating Migration in the UN Sustainable Development Cooperation Framework”. The discussions focused on the GCM and the 2030 Agenda, and identified priorities and actions for mainstreaming migration into UN planning. SAF contributed by supporting the participation of a woman migrant domestic worker leader in practical discussions on how to roll out global guidance on migration practices within the national-level context.
- **Indonesia:** In coordination with other ILO programmes, SAF supported its partners in the International Migration Review in 2022. In the global UN Network on Migration repository of good practices, the SAF-supported integration of Migrant Worker Resource Centres (MRCs) with the Government’s One-Roof Integrated Services (LTSA, or Layanan Terpadu Satu Atap) was recognized as a good practice.²⁵ SAF also supported initiatives of the Migration Multi-Partner Trust Fund (MMPTF)-funded Indonesia Migration Governance project being implemented by the IOM, UNDP and UN Women.
- **Lao People’s Democratic Republic:** SAF with the Ministry of Labour and Social Welfare (MOLSW) of the Lao People’s Democratic Republic 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. During the COVID-19 pandemic, the meetings focused on support to Laotian women and men migrant workers abroad and returning to the country.

Malaysia: SAF joined the Gender Results Group meetings coordinating with other agencies on women’s labour migration and EAW initiatives, including joining the high-level SDG forums. SAF coordinated with

²⁴ 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).

²⁵ [United Nations Network on Migration, “Delivering as One from National Community Level: Gender Responsive One Roof Integrated Services Office in support of Indonesia Law 18/2017”.](#)



IOM on areas of common interest such as co-organising the 2023 dialogue on social protection for domestic workers, among others.

- **Myanmar:** Prior to the political changes in 2021, SAF participated in the national Myanmar Human-Trafficking Working Group, cooperating with the Anti-Trafficking Police, the Ministry of Home Affairs, and other government departments, UN agencies, and CSOs. SAF was also part of the Women and Participation Technical Working Group under the National Strategic Plan for the Advancement of Women. These engagements supported programme implementation by ensuring interventions were strategic and non-duplicative.
- **Philippines:** SAF partners created two Task Forces in 2020 to deal with specific and important concerns arising from the COVID-19 pandemic that needed urgent coordination and collaboration among SAF partners:
 - a. **SAF Philippines Task Force on Reintegration:** This task force with 46 participants (33 women) from government, employers, workers and CSOs focused on the reintegration needs of women migrant workers, and strategies to respond to women migrant workers who had returned to the country due to the pandemic. In response, SAF developed a flowchart of “reintegration advisors and pathways”, which was later introduced at the policy level.
 - b. **SAF Philippines Task Force on Psychosocial Support:** This task force (23 tripartite plus participants – including 21 women) focused on the needs of women migrant workers and responses to mental health services for women migrant workers.

SAF also partnered on several initiatives with the BRIDGE project in the Philippines, which was a MMPTF-supported interagency project implemented by the ILO, IOM and UN Women.

- **Thailand:** Through its contributions to the UN Working Group on Vaccination for Migrant Workers in Thailand – which comprised the IOM, ILO, OHCHR, UNICEF and the WHO – SAF made efforts to ensure that women migrant workers were not left behind during the pandemic, whether in terms of rights protection or receiving equal access to COVID-19 vaccines.
- **Viet Nam:** SAF joined the UN result group 4 on Governance and Access to Justice coordinating with other UN Agencies (IOM, ILO, UN Women) on labour migration interventions. SAF was also an active member of the national Human-Trafficking Working Group which is a government-development partners-CSO platform for coordinating programme interventions and undertaking joint advocacy on human trafficking.



Programme partnerships

As a joint programme drawing attention to the mandates of the ILO, UN Women and UNODC in its interventions to protect and promote women migrant workers' rights in labour migration, eliminate violence against women (EVAW), and support anti-trafficking frameworks, SAF engaged with a wide variety of line ministries and government departments, social dialogue partners, civil society organizations, and grassroots organizations between 2018 and 2023.

A. Regional partnerships with ASEAN institutions

SAF worked with ASEAN institutions to create greater capacity to promote the rights of women migrant workers' rights and their protection from violence and trafficking. A few of these institutions are also RPAC members.²⁶ SAF provided technical inputs on the 2021–2025 Action Plan of the ASEAN Committee on the Implementation of the Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW). SAF's inputs to the Action Plan advocated for a more nuanced understanding of the concerns of women migrant workers, promoting their rights and actions to address violence and harassment in the workplace. Under the ASEAN Consensus Action Plan 2018–25, and with respect to the ACMW work plan, SAF supported the following initiatives:

- [Research on migrant worker rights based standard employment contracts](#), led by Indonesia's Ministry of Manpower. The report was finalized and uploaded on the ASEAN website in December 2023
- Public campaign for safe and fair migration in the ASEAN region, led by the Philippines Department of Labor and Employment (DOLE) The campaign was launched in July 2023
- Strengthening concerns of women migrant workers in the laws and policies of ASEAN Member States, led by Viet Nam's Ministry of Labour, Invalids and Social Affairs (MOLISA). The report was launched in November 2022 in Viet Nam (see "Results, Output 3.1").
- Improving Cooperation between Labour Inspectors, Recruitment Agency Regulators and Anti-Trafficking Police, led by the Lao People's Democratic Republic which adopted a set of conclusions and ways forward for strengthening coordination on the prevention and investigation of trafficking in persons for forced labour

In support of the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC), SAF supported the ACWC and the ASEAN Committee on Women (ACW) to conduct a mid-term assessment of the progress on the implementation of the ASEAN Regional Plan of Action on EVAW to ensure its alignment with survivor-centred and rights-based approaches. Key recommendations have been elaborated through a series of national consultations across the region, with a specific focus on migration. The recommendations drawn from the review process were reflected in the 2021–2025 work plans of the ACWC and ACW, in order to strengthen ASEAN Member States' obligations on EVAW, especially in regard to women migrant workers, and on prevention of trafficking in persons (TIP).

In support of the implementation for standardizing services for and prevention of VAW, SAF assisted the ACW and ACWC in drafting a regional-level guidance on ways to develop national SOPs for survivors of violence – *ASEAN Guidelines for Developing National SOPs for a Coordinated Response to Violence against*

²⁶ 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).



Women and developed the *Regional Framework for the Prevention of Violence against Women Migrant Workers*.

B. Government partnerships at national level

At the national level, SAF has strengthened its collaboration with various line ministries and departments, promoting women's access to safe and fair labour migration opportunities and working to prevent EAW and TIP. Of the programme's partners from 2018 to 2023, **63** were from national, provincial and local governments, as described in Annex E. SAF partnerships with governments contributed to the following programme outputs (see also the "Results" section below):

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

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

- **Brunei Darussalam:** SAF collaborated with the Department of Economic Planning and Statistics of the Ministry of Finance and Economy to build the capacity of government statisticians and line ministries to strengthen the collection, management and reporting of sex-disaggregated international labour migration statistics, using both the labour force survey and administrative records from other government sources.
- **Cambodia:** SAF entered into an agreement with the Cambodian Ministry of Tourism on the development of Apprenticeship Guidelines and Manual on Front Office, Food and Beverage, Food Production and Housekeeping. This was a pilot capacity-building project in which SAF provided inputs on training addressing sexual harassment and harmful gender stereotypes that contribute to violence and harassment against women in the tourism industry, drawing particular attention to women migrant workers. These initiatives contributed to discussions on the ASEAN Mutual Recognition Arrangement on Tourism Professionals, which is an arrangement among ASEAN countries designed to facilitate free movement and employment of certified tourism workers among ASEAN Member States. SAF also partnered with the Ministry of Labour and Vocational Training via the Provincial Departments of Labour and Vocational Training and the National Employment Agency to operate MRCs in Kampong Thom and in Siem Reap, providing essential services, information, counselling and legal aid to women migrant workers.

SAF collaborated with the Ministry of Women's Affairs (MoWA) in drafting the third National Action Plan to Prevent Violence Against Women (NAP VAW) (2019–2023) by advocating for the inclusion of women migrant workers' rights and concerns in the NAP VAW. Since the NAP VAW's adoption in 2020, SAF continued supporting the MoWA to ensure that women migrant workers' needs were taken into account in its implementation. SAF also supported the MoWA to strengthen their helplines through the development and implementation of SOPs, capacity enhancement of Helpline responders, and through raising public awareness about violence against women migrant workers. SAF collaborated with MoWA and the Ministry of Foreign Affairs and the Ministry of Labour and Vocational Training in strengthening responses to violence against women migrant workers among consular officers and labour attachés, and with the Cambodia National Police on police responses to



violence against women migrant workers. In addition, SAF partnered with the National Committee for Counter-Trafficking and the Ministry of Social Affairs, Veterans, and Youth Rehabilitation to enhance the capacities of frontline service providers on EAW and the identification of trafficking victims.

- **Indonesia:** SAF engaged with the Ministry of Women’s Empowerment and Child Protection (MOWECP) to conduct research on gender-responsive migration policy and supported the development of the Protocol for Handling Cases for Gender-based Violence and Human Trafficking of Indonesian Women Migrant Workers during the COVID-19 Pandemic. As the first response to the COVID-19 pandemic, the Ministry of Social Affairs and SAF disseminated personal protection equipment (PPE) kits to Indonesian returnee women migrant workers along with information about violence against women migrant workers and key contacts of VAW service providers. Through its engagement with the Ministry of Foreign Affairs and MOWECP, SAF also contributed to the development of the National Action Plan on the Global Compact on Migration and the National Action Plan for the Prevention and Response to Trafficking in Person (2020–2024) respectively.

SAF partnered with the Ministry of Manpower (MOM) in the development and implementation of several labour migration-related legislation, including the Subordinate Regulation of Law No. 18/2017 on the Protection of Indonesian Migrant Workers, and the Decree on the Placement of Indonesian Migrant Workers under the New Normal. To strengthen the coordination between village- and district-level governments in providing gender-responsive support services, SAF, the MOM and subnational governments at the provincial and district levels agreed to integrate the government-run One-Roof Integrated Service Centres (LTSA)²⁷ and the MRCs in Blitar, Cirebon, Tulungagung and East Lampung.

In developing curriculum standards for technical and vocational trainings, SAF was engaged with the National Agency for Protection of Indonesia Migrant Workers (Badan Pelindungan Pekerja Migran, or BP2MI), the Ministry of Development and Planning (Bappenas), the MOM Training Centre, and the MOM Labour Inspection Directorate. In support of the One Data Indonesia on International Migration (SDMI) platform, which has been initiated by Statistics Indonesia (BPS), SAF built the capacity of central government officials, and developed guidelines for the alignment of SDMI labour migration data with the ILO’s international labour migration statistics (ILMS) database. The guidelines were developed in cooperation with the MOM, Ministry of Foreign Affairs, BP2MI, and Ministry of Law and Human Rights, and have been used to train government agencies to improve coordination in the collection of sex-disaggregated labour migration data. With the support of ILO’s International Training Centre (ITC) in Turin, SAF and MOM organized trainings for strengthening Consular and labour attaché services for better governance and protection of migrant workers.

SAF also partnered with Komnas Perempuan, which is the national commission on VAW,²⁸ to build the capacities of frontline workers, with a focus on justice services, services for HIV/AIDS-affected women migrant workers, and VAW administrative data collection and analysis. Concerning administrative data, SAF collaborated with Komnas Perempuan to consolidate data on violence against women migrant workers in order to provide substantial inputs to feed into its annual report on violence against women in Indonesia. At the local level, SAF supported the establishment of a referral

²⁷ In Bahasa Indonesia, LTSA is an abbreviation for Layanan Terpadu Satu Atap.

²⁸ The National Commission on Violence against Women (KOMNAS Perempuan) was established in 1998 as an independent national institution in Indonesia to protect women’s rights, including preventing and reducing violence against women.



mechanism in Riau Island, Lampung, East Java and West Java with SOPs, through its partnership with the UPTD PPA/P2TP2A²⁹ and other key organizations.

- **Lao People’s Democratic Republic:** SAF partnered with the Ministry of Labour and Social Welfare (MOLSW) to establish MRCs in Bokheo and Bolikhamxay provinces with an aim to enhance women migrant workers’ access to safe and fair migration information and services. Through the MOLSW, SAF also supported emergency responses to returnee migrant workers during the COVID-19 pandemic and supported the Ministry in organizing its migration network meetings. SAF engaged with the National Commission for Advancement of Women, Mothers and Children (NCAWMC) in the development of the Second National Action Plan to End Violence Against Women (NAP VAW), ensuring that women migrant workers were covered by the provisions of the NAP. SAF supported the NCAWMC and the Lao Women’s Union in organizing an international conference on preventing and responding to VAW in ASEAN, where stakeholders shared good practices and measures to combat VAW, such as national-level SOPs.
- **Malaysia:** SAF closely worked with the Ministry of Human Resources (MOHR) and other partners to support various reform processes and to build government capacity to improve labour migration outcomes for women. For example, SAF supported inputs to the Twelfth Malaysia Plan (2021–2025) and the Employment Amendment Act 2022, and engaged with the MOHR and the Social Security Organization in dialogues to extend social security coverage and benefits to domestic workers in Malaysia. SAF collaborated with the MOHR to provide inputs to the National Action Plan on Forced Labour and supported the development of a training manual for labour inspection on forced labour, child labour and gender-based violence, which was then used to train labour inspectors in the state of Sabah.³⁰

SAF supported the Ministry of Women, Family and Community Development (MOWFCD) to draft the National Action Plan on Violence Against Women (NAP VAW). SAF highlighted women migrant workers as one of the target groups by clarifying the needs of women migrant workers in the response and protection measures. SAF also worked with the Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (MAPO) to provide technical inputs in the development of the National Action Plan on Trafficking in Persons (NAP TIP) (2021–2025). In collaboration with the UNODC, SAF assisted the MOWFCD in organizing the national conference “Best Practices on Protection and Assistance for Victims of Trafficking in Persons”, in line with support for NAP TIP implementation.

- **Myanmar:** At the start of the programme, SAF engaged with the Myanmar Government through the Ministry of Labour, Immigration and Population in providing MRC services via their Labour Exchange Offices. SAF was also engaged with policy reforms to support women migrant workers, including the development of short training programmes for women migrant workers moving to Japan to work, and the improvement of the collection and sharing of sex-disaggregated labour migration statistics for the ILO’s international labour migration statistics (ILMS) database. SAF supported the Ministry of Social Welfare Relief and Resettlement in drafting the Anti-Trafficking in Persons Law, advocating for the inclusion of forced pregnancy as a form of exploitation. Since 2021, following the political changes in the country, and as per United Nations country team (UNCT) engagement guidelines, the existing activities of SAF in Myanmar had to be reviewed and reprogrammed. SAF no longer engages with the Myanmar Government (for details, see “Challenges and mitigation” below).

²⁹ P2TP2A (Pusat Pelayanan Terpadu Pemberdayaan Perempuan dan Anak) is the Bahasa Indonesia abbreviation for the Integrated Service Centre for the Empowerment of Women and Children.

³⁰ ILO, [Training for Malaysian Inspectors on Forced Labour, Child Labour, Gender-based Discrimination, Violence and Harassment in the Workplace](#), 2022. Both the manual and the training was done by SAF in collaboration with the ILO BRIDGE project.



- **The Philippines:** SAF worked with the Philippine Overseas Employment Administration (POEA) to provide technical inputs to the *Handbook on the Overseas Filipino Workers Act (Republic Act (RA) 11227)*. With the POEA, SAF introduced a labour market study series for recruiters and officials to understand recruitment prospects and practices in countries of destination. SAF supported the development of the Department of Migrant Workers (DMW) through its inputs into the DMW Act (RA 11641) and the Implementing Rules and Regulations of RA 11641. SAF has forged a strong relationship with the DMW, providing technical support to the Reintegration Advisor initiative, and supporting the Department, via tripartite consultation, to develop its Information System Strategic Plan. SAF trained DMW officials on fostering fair and ethical recruitment of women migrant workers (through a training for Welfare Desk Officers of recruitment agencies), and also trained DMW regional offices on the full-cycle of reintegration to capacitate them on handling reintegration matters. SAF and the DMW collaborated on a regional technical exchange on the use of digital platforms to facilitate fair and transparent recruitment and emigration.

SAF collaborated with the Department of Foreign Affairs (DFA) to enhance the capacity of its diplomats and consular officials on data collection and management on violence against women migrant workers. SAF supported the Gender and Development Secretariat of the DFA to enhance the capacities of officials in embassies by providing training on gender-sensitive and survivor-centred service provision to women migrant workers who are survivors of violence. The DFA, with support from SAF, also developed SOPs to set up referral mechanisms in embassies. SAF also collaborated with the Department of Social Welfare and Development in drafting the Implementing Rules and Regulations for the Act Establishing the Office for Social Welfare Attachés (RA 11299).

SAF worked with the Philippines Commission on Women in drafting the Federal Law on Gender-Responsive COVID-19 Crisis Response for Women Migrant Workers Subject to Violence. SAF advised the Department of Labor and Employment in the development of the National Employment Recovery Strategy 2021–2022 and provided technical support to the Philippine Migrants Health Network in the development of House Bill 6779 on mandatory immunization of Overseas Filipino Workers (OFWs) and in the development of the Network’s strategic plan for 2023–28.

SAF was also a member of the Interagency Council Against Trafficking Advocacy and Communications Committee (IACAT-ADVOCOM) and provided technical input on the IACAT 4th Strategic Plan 2023–2026. As part of efforts to improve national-level collection of labour migration statistics, SAF collaborated with the Philippine Statistics Authority and the Interagency Committee on International Migration Statistics to train government agencies and statisticians to improve the coordination and collection of sex-disaggregated labour migration data in the Philippines.

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, migrant groups, civil society and academia. To ensure that women migrant workers get the support they need, SAF, together with other ILO migration programmes, collaborated with the national SCIMD to support various migration initiatives, including Reintegration Advisors, MRCs and migration strategies at the national and local levels.

At the provincial level, SAF partnered with local government units such as the Negros Occidental Provincial Government, the Tabaco City Government, and the Quezon City Local Government to establish gender-responsive MRCs. In the Bangsamoro Autonomous Region in Muslim Mindanao, SAF engaged with the region’s Ministry of Labor and Employment to plan the operation of an MRC. SAF also supported the Technical Education Skills Development Authority (TESDA) and the



Overseas Workers Welfare Administration's National Reintegration Center for OFWs, in order to provide women migrant workers and their families with scholarships, skills training, employment-preparedness and reintegration support through the #WomenOFWsCanDoIt initiative.

- **Thailand:** SAF partnered with the Ministry of Labour through its Department of Labour Protection and Welfare and Department of Employment to train labour inspectors and government officials on forced labour, gender-based violence and harassment, and gender-sensitive labour inspection. SAF also worked with the Ministry of Labour's Department of Skills Development (DSD) in providing training to DSD skills instructors on green- and gender-responsive skills training in the construction sector.

With the Ministry of Social Development and Human Security (MSDHS), SAF worked on legislative issues and policies against sexual harassment and violence against women migrant workers. SAF worked with the MSDHS and the Office of the Attorney General to enhance the provision of coordinated quality services to address violence against women migrant workers. Furthermore, SAF supported the national 1300 hotline under MSDHS' authority to improve the quality of its services for VAW survivors, including women migrant workers. SAF's technical support of the MSDHS led to the development of national-level SOPs on VAW as well as specific SOPs for Mae Sot and Chiang Mai – areas with significant populations of women migrant workers. In collaboration with the IOM, SAF was also engaged in capacity-building of officials working at MSDHS' Welfare Protection Centers for Victims of Trafficking in Surat Thani and Nonthaburi.

- **Viet Nam:** SAF partnered with different technical departments under the Ministry of Labour, Invalids and Social Affairs (MOLISA) to influence legislation and actions for supporting women migrant workers. SAF collaborated with the Department of Overseas Labour on the revision of the Law on Contract – Based Vietnamese Overseas Workers (Law 72) as well as the formulation of five sub-laws guiding the implementation of this law. Through its partnership with the National Institute of Vocational Education and Training (NIVET), SAF provided vocational training courses to migrant workers, including courses on e-commerce and start-up skills, and significantly contributed to enhancing gender sensitivity in the National Strategy on Vocational Training (2021-2030). SAF collaborated with the Gender Equality Department to develop SOP guiding inter-sectoral coordination and referral to essential services at sub-national level. The SOP was introduced amongst important service providers from 14 provinces with a higher level of commitment to improve the quality of, and access to, essential services among GBV victims. SAF also collaborated with the national focal point of ASEAN Committee on protection of the rights of Women and Children, based in MOLISA, to introduce and facilitate the application of “ASEAN guidelines on gender mainstreaming into labour and employment policies toward decent work for all” in Viet Nam. Through the Provincial Departments of Labour, Invalids and Social Affairs (DOLISAs), SAF established MRCs in Lao Cai, Thai Binh, and Nghe An provinces.

With technical support provided by SAF, the Government amended the Law on Domestic Violence Prevention and Control in 2022. During the amendment process, SAF provided the Ministry of Culture, Sports and Tourism with legal analysis on how the law could better protect survivors of violence, in line with international standards.

Upon the request of Viet Nam's Ministry of Foreign Affairs (MOFA), SAF supported the capacity-building of diplomats through training on the provision of services to women survivors of violence, including women migrant workers. SAF assisted the MOFA in developing and finalizing SOPs for diplomats on providing coordinated services for overseas Vietnamese women who became survivors of violence and trafficking, while also continuing to support the Ministry of Justice in developing SOPs



for frontline justice officials on quality legal support for survivors of violence. These justice officials developed their capacities to provide gender-sensitive legal aid and referral support for survivors of violence, including women migrant workers. The Ministry of Public Security adopted SOPs for public security officials to institutionalize quality service provision for survivors of violence and victims of trafficking.

An MOU (2019–2021) with the Viet Nam Women’s Union (VWU) was signed for collaboration with SAF to promote peer exchange and community based communication on safe migration and enhance capacity-for the VWU on rights-based and survivor-centred approaches to prevention of and response to VAW, with a focus on women migrant workers. Particularly, SAF collaborated with VWU to develop and facilitate the application of SOP for hotline staff and women union cadres in providing counselling and referral to essential services for victims of violence, both in and outside Viet Nam.

SAF, in partnership with the Government Statistics Office, improved the data collection and reporting mechanisms of sex-disaggregated labour migration statistics. This was done through both capacity-building of relevant government agencies, and through technical support in the drafting two reports: [Data Gaps in International Labour Migration Statistics in Viet Nam](#) (2022) and [Measuring Sustainable Development Goal Indicator 10.7.1 on Recruitment Costs of Vietnamese Workers Overseas: Results of the Labour Force Survey 2021](#) (2021).

For two consecutive years (2022 and 2023), SAF collaborated with UNODC and government partners to organize White Ribbon Breakfast events in response to the global UNITE 16 Days of Activism against GBV campaign. These joint efforts which aimed to raise public awareness on and promote the application of gender sensitive adjudication and investigation on cases of GBV have been built on a good partnership with UNODC toward ending violence against women including human trafficking in Viet Nam.

C. Civil society

As noted in the “Programme governance and coordination” section above, the inclusion of CSOs in SAF’s governance bodies ensured that the perspectives and needs of women migrant workers are included in the national and regional priorities involved with SAF. At the programming level, nearly half of SAF’s partnerships were with CSOs – including women’s organizations and grassroots and community-based groups – that not only have close and direct working relationships with women migrant workers and their communities on the ground, but that have also provided inputs through consultations to SAF programme interventions. Such partnerships with CSOs helped SAF bring a gender-sensitive and rights-centred approach that was participatory, inclusive and responsive to the needs of marginalized groups of women migrant workers, regardless of their migration status, and aligned with the **Leave No One Behind** principle.

In terms of programming, SAF’s engagement with civil society was at multiple levels. As implementing partners, SAF supported CSOs in terms of information provision and service delivery for women migrant workers (see SAF Outputs 1.4, 2.2 and 2.4). SAF provided technical and financial assistance (see Annex C), such as funding support for shelters, services and training, as well as outreach activities for women migrant workers, their families and their communities. In so doing, SAF supported CSOs to build their long-term capacities in practical areas such as case management, recordkeeping, service provision, advocacy and outreach, as well as their technical knowledge-building on issues such as gender (including LGBTI+ issues), EAW, labour migration and anti-trafficking (under SAF results Outputs 1.2 and 2.4).



Key civil society partners (including academia, but excluding trade unions) that were financially supported during the 2018–2023 reporting period include as follows:

Cambodia

1. Cambodia Women’s Crisis Center
2. CARE International Cambodia
3. Child Helpline Cambodia
4. Legal Support for Women and Children

Indonesia

5. Jaringan Buruh Migran
6. Perkumpulan Damar
7. Yayasan Kalyanamitra
8. Yayasan Sapa
9. Alliance of Independent Journalists
10. Center for Gender, Family and Community Development (GFCD)
11. Migrant Care

Lao People’s Democratic Republic

12. Care International Lao PDR
13. Village Focus International

Malaysia

14. North–South Institute
15. Persatuan Sahabat Wanita Selangor
16. Project Liber8
17. Tenaganita
18. Women’s Aid Organization
19. LEAD Women
20. Our Journey

Myanmar

21–25. Five civil society groups that have requested not to be named due to political sensitivity.

Philippines

26. Centre for Migrant Advocacy
27. Batis Center for Women Incorporated
28. Coalition Against Trafficking in Women – Asia Pacific
29. Development Action for Women Network (DAWN)
30. Para Sa Sining
31. Institute of Politics and Governance
32. Likhaan Center for Women’s Health Inc.
33. Migrant Forum in Asia
34. TALIKALA
35. University of Philippines College of Mass Communications
36. Women and Gender Institute of Miriam College
37. Women’s Legal and Human Rights Bureau
38. Lawyers Beyond Borders Philippines Inc.
39. Engadin Corporation
40. Para sa Sining Collaboratory Inc.



41. National Association for Sikolohiyang Pilpino

Singapore

42. Centre for Domestic Employees (contracted through National Trades Union Congress)

43. Humanitarian Organization for Migration Economics

44. Foreign Domestic Worker Association for Social Support and Training (FAST)

Thailand

45. Foundation for Labour and Employment Promotion

46. Foundation for Women

47. MAP Foundation

48. Migrant Workers' Rights Network

49. Peaceway Foundation (Migrant Working Group)

50. Raks Thai

51. Rights Beyond Borders

52. Thailand Development Research Institute

53. World Vision Foundation Thailand

54. Winrock International

55. Chulalongkorn University College of Public Health

56. Mekong Migration Network

Viet Nam

57. Institute for Social Development Studies

58. Center for Studies and Applied Science in Gender-Family-Women and Adolescents (CSAGA)

International and regional

59. ASEAN SOGIE Caucus

60. Business for Social Responsibility

61. Equality Institute

62. Atikha

63. Global Rights for Women

64. Edge Effect

65. International Domestic Workers Federation

66. Justice Without Borders

67. Quilt.ai

68. Sidekick

69. Monash University

70. Middlesex University

See also **Annex E**, which includes a full list of partners that SAF supported (technical and financial support) during the programme cycle of 2018–2023. The work with CSOs highlighted in the “Results” section focused on the following outputs:

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



D. European Union Delegation

SAF has been deeply appreciative of EU Delegations' continuous engagement with the programme across the ASEAN region over the six years. As noted in the "Programme governance and coordination" section, the Delegations have contributed at a strategic level to facilitating SAF's planning and implementation across the region through their active participation in the PSC, RPAC and NPACs. At the country level, the EU Delegations were kept apprised of the programme's activities via monthly flash reports and regular meetings with SAF personnel and were invited to engage in SAF activities. The programme supported field visits by EU officials to interact with SAF-supported implementing partners, women migrant workers and other relevant stakeholders.

The EU was a vital advocacy partner for SAF, especially in delivering some very critical messages on EVAW and anti-trafficking. The EU's approvals of repurposing funds for COVID response and direct support to women migrant workers allowed the programme to respond to urgent COVID-19-related needs of women migrant workers. Close engagement with the EU communications team also helped increase the visibility of SAF knowledge products and social media messages and of the EU's financial support to safe migration and prevention of trafficking. SAF was featured in EU-ASEAN blue books over the project period and SAF joined EU-ASEAN Dialogues. In Myanmar, in particular, the EU Delegation was instrumental in SAF efforts to repatriate Vietnamese women migrant workers who had been trafficked into Myanmar.

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

Apart from engagement with other UN agencies in the UN country teams (UNCTs) through the Resident Coordinator Offices (RCOs), during the development of UNSCDFs, and through various inter-agency thematic working groups, SAF's partnerships with specific UN agencies are listed below:

UNODC: SAF regional team members exchanged information and opportunities periodically. UNODC is a close partner and a member of programme governance meetings. Through this partnership, SAF was able to leverage the technical advisory services and convening power of the UNODC among anti-trafficking stakeholders – especially law enforcement actors – to discuss the concerns of women migrant workers and their vulnerability to violence, abuse and trafficking.

IOM: At the regional level, the ILO and IOM have a joint work plan and meet periodically to exchange information and discuss synergies in activities. SAF partnered with the IOM to support delivery of services and empowerment activities, including providing support to Myanmar Muslim women and trafficked persons in Thailand. The IOM had access to this group of trafficked persons and migrant women and provided them with psychosocial counselling. This initiative was proposed for inclusion by the EU Delegation in Thailand in 2018. At the regional level, SAF and the IOM jointly supported the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children campaign #HelpisHere. SAF contributed to promoting the Global Compact for Migration through discussions at national and regional UN Networks on Migration meetings. SAF was also engaged in information exchange and coordination with IOM's CREST and PROMISE programmes, working in the area of labour migration, and the SAF team joined the PAC meetings of IOM Promise and vice versa. SAF partnered with GOALS, which is another labour migration programme implemented by ILO, IOM and UN Women in South Asia, to develop a regional framework to prevent violence against women migrant workers.

UNFPA: In addition to the Asia-Pacific UNiTE working group and the GBV in Emergencies technical working group to which SAF contributed, SAF and UNFPA worked together to provide inputs to the second NAP on Preventing and Elimination of Violence against Women and Violence against Children (2021–25) in the Lao



People's Democratic Republic. SAF and UNFPA also trained social workers in Myanmar to address GBV in emergencies.

Joint work: In coordination with UNICEF, UNFPA and UNHCR, SAF led the development process for cross-border referral mechanisms for GBV. A background paper served as the basis for training toolkits for frontline workers, which were piloted in 2023 in Thailand. SAF, UNICEF and IOM developed a media article titled "Opinion: End Stigma and Discrimination against Migrant Workers and Their Children during COVID-19 Pandemic", which was published by *Thompson Reuters Foundation News*.³¹ In this article regional directors of the ILO, UN Women, UNODC, UNICEF and IOM expressed their concerns on discrimination and stigma faced by women migrant workers and their children, reflecting the One UN approach. Another article titled "Capitalizing on the Pandemic: Profiteering from Human Misery Must Be Stopped" was issued in conjunction with the 16 Days of Activism against GBV, which appeared in major regional media coverages such as the *Bangkok Post*, *The Malaysian Insight*, *The Edge Markets*, *The Jakarta Post*, and *The Citizen News* in 2021.³²

As part of the 10th Asia-Pacific Forum for Sustainable Development (APFSD), SAF together with the ILO's TRIANGLE in ASEAN programme, the OHCHR Regional Office for South-East Asia, the EU Delegation to Thailand, Australia's Department of Foreign Affairs and Trade, Indonesia's Ministry of Manpower, and Thailand's Ministry of Labour organized a side event that highlighted the importance of multi-sectoral partnerships in championing human rights, focusing on SDG 17 (global partnerships). The experiences, practices and existing models of MRCs in Indonesia, Thailand and Malaysia to protect and promote the rights of migrant workers and their families were shared. A side event was also organized by SAF in 2019 during the 6th APFSD which was inaugurated by the EU Ambassador to Thailand.

At the country level, through heads of ILO and UN Women offices, SAF worked with the **UN Resident Coordinator System**. The UN Resident Coordinators provided their advice, leadership and political advocacy to the SAF programme and joined NPACs and several SAF activities. Monthly flash reports were also shared with Resident Coordinators and RCOs, and SAF has been cited in UNCT reports. The Resident Coordinators were also engaged in the evaluations of the programme.

F. Other partners

1. Workers' organizations

The ability of women – as migrant workers – to organize and participate in trade union activities is an important aspect of securing their right to decent work and freedom from violence and harassment and supports the empowerment of women migrant workers. Workers' organizations, especially in countries of destination, represent the issues and concerns of women migrant workers as a collective, when migrant workers may not be able to do so individually. SAF has been engaged with workers' organizations to support, train, organize and educate women migrant workers, especially in countries of destination. Workers' organizations were also at the forefront of provision of information and services.

At the regional level, SAF developed a manual for organizing women migrant workers into trade unions, which highlighted the specific issues of women migrant workers, with aim at addressing violence, harassment and abuse. SAF also entered into a partnership³³ with the ASEAN Trade Union Council (ATUC) to strengthen the capacity of the ATUC and its affiliates in order to organize women migrant workers (including domestic

³¹ Jeremy Douglas et al. "Opinion: End Stigma and Discrimination against Migrant Workers and Their Children during COVID-19 Pandemic", in *Thompson Reuters Foundation News*, 5 June 2020.

³² Spotlight Initiative, "[Capitalizing on the Pandemic: Profiteering from Human Misery Must Be Stopped](#)", 16 December 2021.

³³ In coordination with TRIANGLE in ASEAN, another ILO programme.



workers) and to provide services to these workers. With the ATUC and the ILO Bureau for Workers' Activities (ACTRAV), SAF built greater understanding of trade union leaders from nine ASEAN countries (Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam) on the issues and challenges of women migrant workers, especially issues related to violence and harassment.

With Public Services International, SAF (together with other ILO programmes) supported the organizing of precarious health and care workers in Asia and the Pacific (SAF's support focused on three countries in South-East Asia) and worked on issues related to violence and harassment faced by healthcare workers during the COVID-19 pandemic.

SAF continued to support the organizing of migrant domestic workers through its partnership with the International Domestic Workers' Federation (IDWF). SAF assisted workers' organizations in cross-border knowledge building with counterparts in countries of destination to improve case management support services for women migrant workers, and supported their advocacy with government stakeholders in Indonesia, Malaysia and the Philippines. SAF supported the establishment of PERTIMIG, IPPMI and PINAY – which are organizations for migrant domestic workers (results of the work with workers' organizations has been reported under Outputs 1.2, 1.3, 1.4, and 3.1).

In addition to building the capacity of workers' organizations to better support women migrant workers (Output 1.2), SAF has supported workers' organizations to provide MRC services to women migrant workers (Output 1.4) and also provided support for organizing efforts (Output 1.3). Trade unions which were engaged in running SAF-supported MRCs are listed as follows:

- Confederation for All Indonesia Trade Unions (Konfederasi Serikat Buruh Seluruh Indonesia, or KSBSI)
- Indonesian Migrant Workers Union (Serikat Buruh Migran Indonesia, or SBMI)
- Lao Federation of Trade Unions (LFTU)
- Malaysian Trades Union Congress (MTUC)
- Confederation of Trade Unions of Myanmar (CTUM)³⁴
- State Enterprises Workers' Relations Confederation (SERC) in Thailand.

Through its interventions, SAF engaged with workers' organizations and migrant worker networks in all countries where it has a presence. In Singapore, where migrant workers are not allowed to organize, through the National Trades Union Congress, SAF supported the Centre for Domestic Employees, which provided public education on and raised awareness of women migrant workers' contribution, violence and harassment in the world of work, and the support needs of survivors of violence and harassment in order to address stigma against women migrant workers.

Through these partnerships and throughout the six years of implementation, SAF built the capacity of the members of workers' organizations on violence and harassment in the labour migration cycle, adopting a survivor centric approach, and the importance of gender sensitivity. In 2023, training materials for workers' organizations in relation to adopting a SOGIE-inclusive³⁵ approach in the work of MRCs were also produced.

2. Employers' organizations and recruitment agencies

³⁴ SAF partnered with CTUM to operate MRC services until 2020, when the partnership was put on a hiatus due to the political changes. In December 2022, the partnership with CTUM was renewed.

³⁵ SOGIE is an abbreviation for sexual orientation, gender identity and gender expression.



Employers' organizations and private recruitment agencies play a critical role in the recruitment and placement of women migrant workers, as well as in influencing their working conditions, the costs of migration and return.

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

In collaboration with the ACE, in 2020 SAF organized 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, 2019 (No. 190). Continuing this collaboration, SAF and ACE developed a toolkit consisting of a set of policy briefs and training materials to educate employers (Output 3.1), drawing attention to the areas of gender equality, women's empowerment, women in leadership, violence and harassment, and women migrant workers' experiences, including relevant policies and practices that impact women migrant workers. National level trainings among ASEAN employers were also conducted by SAF in Malaysia and Thailand on occupational safety and health and violence and harassment in the world of work. These two countries were selected as they are major countries of destination for women migrant workers in the ASEAN region (results of this work has been reported under Outputs 1.2, 2.4 and 3.1).

Engagement with private recruitment agencies in the implementation of SAF has been limited, impacted by COVID-19 (when many recruitment agencies were not operational) as well as the time needed to engage them on issues related to violence and harassment. Nevertheless, to foster fair and ethical recruitment for women migrant workers, SAF, together with other ILO programmes, supported the development of regional guidelines for fair and ethical recruitment. SAF engaged with associations of recruitment agencies – especially in countries of origin, such as the Association of Cambodian Recruitment Agencies (ACRA), the Philippine Association of Service Exporters Inc (PASEI), and ASPATAKI (Indonesia) – as well as with recruitment agencies in the Lao People's Democratic Republic and Thailand to build their capacity on the ILO General Principles and Operational Guidelines for Fair Recruitment, and worked with them to introduce codes of conduct and monitoring mechanisms to ensure that women migrant workers have access to fair and ethical recruitment, safe migration, and decent work opportunities and supported cross border dialogues among the recruitment agencies (the results of this work has been reported under Output 1.2).

3. Others

Media: SAF collaborated with the Asia Pacific Institute for Broadcasting Development (AIBD) to train journalists on gender- and migrant-sensitive reporting. While the AIBD is based in Malaysia, their coverage is regional. In Cambodia, Myanmar, Viet Nam and Indonesia (where SAF partnered with the Alliance of Journalists Indonesia), SAF trained journalists, bloggers and social media content creators to develop positive messaging about women's labour migration and to create content on safe migration information. Please see Objective 3 for details about SAF's outreach and campaigns.

Academia: SAF partnered with Chulalongkorn University in Thailand to conduct research on the VAW experiences of women migrant workers in Thailand coming from Cambodia, Myanmar and the Lao People's Democratic Republic. With technical support and guidance from SAF, the preliminary findings of the research were presented at the Global Sexual Violence Research Initiative conference (knowledge products have been reported under Output 3.1). SAF partnered with Monash University in Australia for the baseline data of the programme. In the Philippines, SAF partnered with the University of the Philippines (UP) and the



International Training Centre for Authorities and Leaders (CIFAL) and provided the UP-CIFAL Professional Course on Global Migration (for national and international government agencies, development organizations, media and civil society groups) inputs on: (a) international labour standards; (b) the gender dimensions of labour standards; and (c) international standards and guidelines for gender-responsive strategies and responses. The course was of particular relevance for government officials, since it allowed migration agencies to provide standardized training for new personnel prior to taking up their positions.

Results

A. Capturing broader transformations across outcomes

Embodying the principles of **UN Reform**, SAF was jointly designed and implemented to make labour migration safe and fair for all women. The UN system (ILO, UN Women and UNODC) has able to leverage the knowledge and expertise of the respective agencies and their networks of diverse stakeholders. These resources were 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 **2021 Mid-Term Evaluation** 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, antitrafficking, 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), 23

Likewise, the final evaluation of the programme had the following as its first finding:

The Safe and Fair Programme was well aligned with and contributed towards the advancement of international and regional gender equality and labour migration norms, standards, and priorities by bringing together, for the first time, labour migration and EAW actors to provide strengthened support and services to WMWs throughout their labour migration experience.

- Final Evaluation of the ILO-UN Women Safe and Fair Programme (2023), 12

By applying a “**whole-of-society approach**”, and in line with the Theory of Change of the programme, SAF contributed to addressing and breaking to some extent, the silos that exist among labour migration, EAW and anti-trafficking work to engage with government officials, employers, recruitment agencies, technical training institutions, service providers, civil society and community leaders, and husbands and families to improve the provision of information, services and support to women migrant workers, so that:

1. women can make informed labour migration decisions, have access to fair and transparent recruitment and employment opportunities, and also have a support system to help them when they are abroad and to assist their reintegration upon return;
2. violence against women migrant workers can be reduced and addressed and survivors of violence can have access to both more appropriate immediate assistance and specialized EAW services – both at home and while abroad (see Annex D for details on the promising practices developed by SAF under the whole-of-society approach).



One prominent and recent example where ERAW and labour migration actors have come together to improve labour migration outcomes for women migrant workers and to support women migrant workers who have experienced violence and harassment is in the **Philippines**, where SAF gave technical inputs to the establishment of the new Department of Migrant Workers (DMW) established in 2022 under RA 11641 (reported under Objective 1) and to the adoption of its Implementing Rules and Regulations, and ensured that provisions related to violence against women migrant workers were included. The DMW has designated gender focal points who will also serve as ERAW focal points in Philippine missions abroad (Migrant Workers Offices) (section 15.0), and presents a “full-cycle reintegration programme” (section 17) that includes “social, psychosocial, gender-responsive, and cultural [reintegration needs], including skills certification and recognition of equivalency” and promotes “access to social protection instrument and financial services, and the reintegration of survivors of VAW and trafficking in persons”. Complementing this, SAF has been working with the Department of Foreign Affairs to develop the capacity of Philippine embassy and consulate officials to provide ERAW assistance and referrals to women migrant workers who have experienced violence in countries of destination (reported under Objective 2). This work was expanded to Viet Nam where SAF provided training on VAW response and supported the development of SOPs for foreign service officials to respond to VAW. In Cambodia, the Ministry of Labour and Vocational Training, the Ministry of Women’s Affairs and the Ministry of Foreign Affairs were brought together for training on VAW response.

Implementing the principle of “**Leave No One Behind**”, SAF built the capacity of government agencies to ensure that data on labour migration is sex-disaggregated, and that VAW administrative and prevalence data includes women migrant workers (reported under Objective 3); such efforts have ensured that women migrant workers are included in evidence-based policymaking in these areas. Noting that women migrant workers are not a homogenous group, SAF has supported knowledge-building of stakeholders on the experiences of migrant workers with diverse sexual orientation, gender identity and expression (SOGIE), and has developed a training manual for service providers to improve their services for migrant workers with diverse SOGIE. This was piloted in the Philippines to build the capacity of MRCs and service providers on the topic (reported under Objectives 1 and 3). Women migrant domestic workers can be a particularly hard-to-reach group; SAF supported migrant domestic workers in Malaysia and Singapore to build their leadership skills, and supported their advocacy for policy reform. In **Malaysia**, the Employment Amendment Act (2022) changed terminology from “domestic servant” to “domestic employee” and included domestic workers under some social security provisions (see Output 1.1 for details). Although a lot more progress is needed for the full coverage of migrant domestic workers under labour protection laws in Malaysia, these have been positive steps forward and can be attributed in part to the self-advocacy efforts of migrant domestic workers (see Annex D for details on the promising practices developed by SAF under the Leave No One Behind principle).

A crucial aspect of SAF’s work, which was supportive of the Leave No One Behind principle, was its support for interventions that **directly engage with women migrant workers** to build their agency and support their empowerment to be agents of change in their communities. SAF strongly supported organizing by women migrant workers across the region, including migrant domestic workers in **Malaysia and Singapore**, as well as creating peer networks of women migrant workers in **Cambodia, Indonesia, Myanmar, the Philippines, Thailand and Viet Nam**. SAF’s support for the establishment of PERTIMIG, an association of Indonesian migrant domestic workers in Malaysia, is a significant achievement in a country where migrant domestic workers were excluded from formal labour protections (see Output 1.3 and also Annex D). Several of these initiatives included partners of ILO and UN Women and included issues covered by the three objectives of the programme.

In addition, by giving opportunities to women migrant workers to develop their financial literacy and entrepreneurship skills (in **Cambodia, Indonesia, the Lao People’s Democratic Republic, Myanmar, Malaysia, the Philippines, Singapore and Viet Nam**) and providing them with certified technical and vocational skills (in **Cambodia, the Philippines and Viet Nam**), SAF supported women’s economic



empowerment (reported under Objectives 1 and 2). In **Thailand**, with SAF support, women migrant workers have been engaged as community volunteers trained by the Ministry of Public Health to become health interlocutors for migrant worker communities, and are playing a vital role in improving migrants' access to public health services. SAF made considerable investment in supporting women migrant workers across the region to network with other women migrant workers in both countries of origin and destination, so that they can support each other, learn, share information and resources with their peers, and be agents of change in their wider communities (see Annex D for details on the promising practices developed by SAF under supporting women's agency and empowerment).

One of the most significant ways in which SAF was able to leverage on the expertise and mandates of the three RUNOs (ILO, UN Women, and UNODC) and work across Objectives was by applying a **labour migration and EVAW lens to strengthen anti-trafficking interventions** for women migrant workers. While VAW, forced labour and trafficking can be defined and addressed through different normative and legal frameworks, the various approaches overlap in practice, and the drivers that allow them to exist are rooted in the same structural inequalities. SAF approached anti-trafficking and ending violence against women by addressing systemic root causes: gender inequality, acceptance of gender-based violence against women, unethical recruitment, lack of decent work opportunities in countries of origin, exploitative labour migration practices, high costs and fees of migration and lack of labour protection for migrant domestic workers and other informal sector workers.

Women migrant workers 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 affect women migrant workers' relationships and status in the host society). Discrimination and risks of violence might also be due to employment conditions – be they be conditions of work in specific occupational sectors and/or the dynamics of employer–employee hierarchies. Such power imbalances can present significant factors in the trafficking of women. Women who migrate irregularly and/or are employed in informal sectors are at heightened risk of exploitative and abusive labour migration conditions that can include 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.

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 aimed to reduce the enabling conditions in which trafficking, as well as VAW and forced labour, thrive. SAF contributed to anti-trafficking efforts in the ASEAN region through:

- 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 were 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.

Beyond building safe labour migration systems and working to eliminate violence against women migrant workers, SAF contributed to the **ASEAN Counter Trafficking in Persons (CTIP) Coordination Meetings**, which were organized regularly by the ASEAN–Australia Counter Trafficking (ASEAN-ACT) programme to share regional-level initiatives and learnings across the multiple agencies working on anti-trafficking. SAF also supported ASEAN in improving regional cooperation for labour investigations of trafficking in persons for forced labour. The workshop was led by the Lao People's Democratic Republic under the ACMW Action



Plan 2018–2025 to implement the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers. Recognizing that labour inspectors, recruitment agency regulators and anti-trafficking police have a shared responsibility and complementary roles in remedying violations of workers’ rights – including forced labour and trafficking in persons for forced labour – the key ASEAN sectoral bodies³⁶ that participated in the workshop sought to:

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

Reporting on the implementation of participatory monitoring, evaluation and reporting (P-MER)

Immediately following SAF’s inception phase from January to September 2018, the programme undertook an evaluability assessment that found SAF’s M&E plan included participatory monitoring and evaluation processes aimed at ensuring stakeholders meaningfully input into its monitoring and evaluation processes. Participatory monitoring was understood to mean that beneficiaries are involved during implementation. The M&E plan also specified participatory and gender-transformative learning as both a monitoring and an evaluation object, to be operationalized, among other strategies, through:

- Listening for women migrant workers’ priorities that might not align with SAF’s initial planning of activities and ensuring that these priorities are included in planning interventions.
- Including storytelling, most significant change, and other qualitative methodologies that can capture unexpected findings; the evaluability assessment noted that such methodologies were appropriate to be used for the mid-term and end line evaluation processes.

Listening to women migrant workers’ priorities to influence programme planning was put into practice through the qualitative research components of the baseline and the endline – especially in the assessment of the quality of the coordinated services provided to women migrant workers who were survivors of gender-based violence. In terms of programme design and monitoring, as noted in the section on “programme governance and coordination” above, women’s organizations were also involved in SAF’s governance bodies, in the monitoring of SAF’s programme and intervention design, and in providing valuable input and feedback on the annual planning and implementation of activities at the country level, on an equal footing with other political stakeholders.

In 2021, SAF went through an independent Mid-Term Evaluation covering all activities conducted in ASEAN for the period 2018–20 (the mid-term evaluation has been reported in detail in the 2021 Annual Report).

The Mid-Term Evaluation (MTE) assessed the programme’s relevance and coherence; identified effective strategies, barriers and challenges to progress towards the programme’s Specific Objectives; determined the extent to which the programme had been cost-effective and implemented in the most efficient manner; and determined the extent to which it had implemented a human rights and gender-responsive approach. In

³⁶ Participants represented the ACMW, Senior Officials Meeting on Transnational Crime (SOMTC), ASEAN Inter-Governmental Commission on Human Rights (AICHR), ASEAN Senior Law Officials Meeting (ASLOM), Senior Officials Meeting on Social Welfare and Development (SOMSWD), and the ACWC.



so doing, the MTE proposed recommendations for the remainder of the programme which SAF implemented (in line with the Management Response):

MTE recommendations	Actions taken by SAF (January 2022 – December 2023)
<p>1. Strengthen the regional dimensions of the programme.</p>	<ul style="list-style-type: none"> • Cross-border webinars, study visits and workshops for MRCs, service providers, government, workers’ and employers’ organizations, and women migrant workers’ organizations. • Support to the ACMW and ACWC work plans. • SAF centralized the repository of its knowledge products: Safe and Fair and Spotlight Initiative. • Developed a cross-border referral practical note to guide the development of a cross-border referral mechanism for services commonly needed by women migrant survivors of gender-based violence.
<p>2. Increase programming efforts to strengthen the immediate support network (i.e., husbands and other family members) of women migrant workers.</p>	<ul style="list-style-type: none"> • MRC and CSO partners’ activities, including sharing service directories on available VAW services and community outreach to men migrant workers and their families. • Peer networks for women migrant workers. • Service provision and community outreach activities targeted both women and men migrant workers, as well as their families (including male family members). • Community outreach activities involving family members, including men, to increase awareness of violence against women migrant workers. • Financial literacy trainings for women migrant workers, their spouses and members of their family in six ASEAN countries to empower women and their families in making informed choices regarding their finances.
<p>3. Strategically target the programme’s communications campaign to more effectively influence changes in social attitudes and integrate C4D [Communication for Development] elements to influence behaviour change where feasible.</p>	<ul style="list-style-type: none"> • Capacity-building of journalists through regional- and national-level work in Malaysia and Indonesia. • Youth engagement in the Lao People’s Democratic Republic, Malaysia and the Philippines. • <i>Babaeng BiyaHero</i> campaign in the Philippines. • ASEAN Regional Campaign on Ending Gender-based Workplace Exploitation.
<p>4. Further collaborate with other UN labour migration programmes across the region to promote enhanced synergies around engaging recruiters and employers and providing financial training and business support to</p>	<ul style="list-style-type: none"> • SAF and Governance of Labour Migration in South and South-East Asia (GOALS) – implemented by the ILO, IOM and UN Women – jointly developed the <i>Framework: Prevention of Gender-Based Violence and Harassment Against Women Migrant Workers in South and Southeast Asia</i>. The framework captures the risk factors for gender-based violence and harassment against women across the migration cycle and articulates strategies and stakeholder actions that can accelerate the prevention of violence against women migrant workers. • Financial literacy trainings were provided to women migrant workers and their families in Cambodia, Indonesia, Malaysia, the Philippines, and



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

From June-November 2023, SAF went through the final independent evaluation of the programme. Carried out by two independent, international evaluators with expertise in labour migration, gender equality and VAW, the scope of the evaluation covered all programme activities carried out across all programming countries from the programme inception in 2018 to the end of evaluation data collection period (15 September 2023). The final evaluation gave particular emphasis to the latter half of the programming period since the Mid-term Evaluation had previously collected data up until the end of April 2021. The final report of the evaluation was concluded in December 2023 and did not include a few SAF initiatives in Q4 of the year.

The evaluation had the dual purpose of promoting accountability and learning. The specific objectives were to:

- assess the programme's relevance, coherence, efficiency, effectiveness, impact, and sustainability as well as facilitating and hindering factors.
- assess the extent to which the programme integrated the cross-cutting priorities of gender equality, equity, human rights, disability-inclusion and non-discrimination, tripartism and social dialogue, and environmental sustainability.
- identify lessons learned, good practices, and recommendations for similar interventions.

The evaluation used a mixed methods design, drawing on both quantitative and qualitative primary and secondary data through an extensive document review, two surveys, key informant interviews (KIIs), and



focus group discussions (FGDs) with women migrant workers, civil society organisations (including community organisations, women's groups, and frontline service providers), employers' and workers' organisations, government, regional and international organisations.

The detailed findings and recommendations can be found in the Final Evaluation Report. A summary of the final evaluation's conclusions and recommendations are:

1. The SAF Programme has made considerable advancements in supporting the rights of women migrant workers while preventing and addressing multiple forms of violence that is often committed against them.
2. The SAF Programme has set a strong foundation for future EVAW and labour migration programming where many of the programme's initiatives have the potential to be further rolled-out, scaled-up, or replicated to achieve more widespread impact.
3. There is significant opportunity for future labour migration and EVAW programming to address the root causes of VAW through social norms change.
4. While the programme focused on supporting a wide variety of labour migration and EVAW stakeholders across a women migrant worker's labour migration journey, more programming emphasis is needed to improve the quality and availability of VAW services, engage employers, facilitate safe re-migration, and support reintegration and the sustainable development of migrant worker communities.
5. The SAF Programme made notable advancements in supporting the rights of undocumented women migrant workers and domestic workers. To advance the SDGs and fully align with the leave no one behind principle, future labour migration and EVAW programming will need to be designed to address the unique need, priorities, and vulnerabilities of other sub-groups of particularly vulnerable women migrant workers, including LGBTIQ+ migrant workers, women migrant workers with disabilities, and women migrant workers from climate-affected communities.
6. Future regional joint programming requires a more cohesive design that further encourages joint work and the sharing of partners; that can be flexibly modified to respond to contextual changes and stakeholder feedback; that empowers national stakeholders to take leadership roles; that fosters regional synergies and cross-border work including that with other UN entities; and that uses MEL (monitoring, evaluation and learning) systems that are responsive to the needs and priorities of programming stakeholders.

Stemming from the evaluation findings and conclusions, eight recommendations were made to strengthen future EVAW and labour migration programming:

1. **Further invest in programming that promotes the rights of women migrant workers and ends violence against them by continuing to roll-out, scale-up, and replicate the successful programming elements that have been initiated under the SAF Programme.** The SAF Programme had a short implementation period considering that it took time to set up such a large and complex initiative, engage stakeholders and secure stakeholder buy-in around a relatively new topic that addresses the intersection of VAW and labour migration, and overcome delays caused by the COVID-19 pandemic. The programme has set a strong foundation for future programming in this area and has initiated many promising practices that require time and investment to further roll-out, scale-up, and replicate to achieve widespread impact.



2. **Increase investment in social norms work when implementing labour migration and EAVW programming to further address the root causes of violence against women.** In order to address the root causes of VAW which stem from beliefs that women are inferior to men, future labour migration and EAVW programming should include a stronger focus on changing social norms both at the community level and across actors who interact with WMWs throughout their labour migration journey.
3. **Further promote the sustainable development of migrant worker communities including the reintegration of women migrant workers.** For labour migration to contribute towards sustainable development in countries of origin, a greater focus is needed on supporting migrant worker communities as a whole and to helping women migrant workers effectively reintegrate into their communities upon return.
4. **Continue to strengthen holistic support to women migrant workers across their labour migration journey while investing in improvements in the quality and reach of services for women migrant workers.** Holistic programming is necessary to support women migrant workers across their labour migration journey from pre-migration to post-integration. While the SAF Programme used a holistic approach, there are a number of areas where this programming requires strengthening. This includes ensuring that services for women migrant workers are of good quality, widely available, and easily accessible.
5. **Continue to support the rights of domestic workers while increasing programmatic focus on undocumented women migrant workers, LGBTIQ+ migrant workers, women migrant workers with disabilities, and women migrant workers from climate-affected communities.** To advance the SDGs and leave no one behind, future EAVW and labour migration programming must be designed to respond to the unique needs and vulnerabilities of particularly vulnerable sub-groups of women migrant workers. This includes but is not limited to undocumented women migrant workers, domestic workers, LGBTIQ+ migrant workers, women migrant workers with disabilities, and women migrant workers from climate-affected communities.
6. **Include mechanisms that allow for more flexibility to modify the programme design and implementation approaches throughout programme implementation in response to stakeholder feedback and changes in operating context.** To ensure that development programming remains responsive to stakeholder feedback and to important changes across the operating context, programmes require mechanisms to adjust the programme design and implementation approaches throughout the programme's implementation.
7. **Ensure that future regional joint programming is designed cohesively, empowers national-level leadership, encourages regional level cross-border work, and leverages potential synergies with other UN programming.** To fully align with UN Reform principles and promote cohesive programming, joint programming should be designed first in its entirety and then bring in UN agencies best suited to implement the programme as opposed to designing programming based on the strengths of pre-identified agencies. It should also empower national-level leadership and generate synergies with other UN programming. The regional element of a regional programme particularly requires investment to generate regional synergies and promote cross-border work.
8. **Strengthen future MEL systems to be more responsive to the needs of programming stakeholders by simplifying the reporting processes for implementing partners and designing communications products that are tailored to the specific needs of different stakeholder groups.** Since MEL is an activity that requires the engagement of and collaboration with stakeholders



and programming partners, future MEL systems need to be more tailored to their specific realities and needs.

B. Capturing change at the outcome level

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

SAF's achievement of its Specific Objective 1 is measured against two indicators:

- 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; and
- 1.2. Number of complaints successfully resolved for women migrant workers.

SAF has contributed to progress towards achievement of this Objective as envisaged in the project design. SAF positively influenced **102** national and sub-national laws and policies, making them more gender-responsive and rights-based. Furthermore, through SAF partners, the programme was able to create an enabling environment for women migrant workers to bring their complaints to these partners who were able to support the resolution of these complaints. As per MRC partner records, the most commonly received complaints from women and men migrant workers pertained to non-payment of wages, contract substitution, delays in deployment, withholding of identity documents, various forms of labour exploitation, violence and harassment, forced labour, and human trafficking. To address these concerns, SAF's MRCs assisted in case resolution and compensation (through both informal mediation as well as formal administrative and legal complaints).

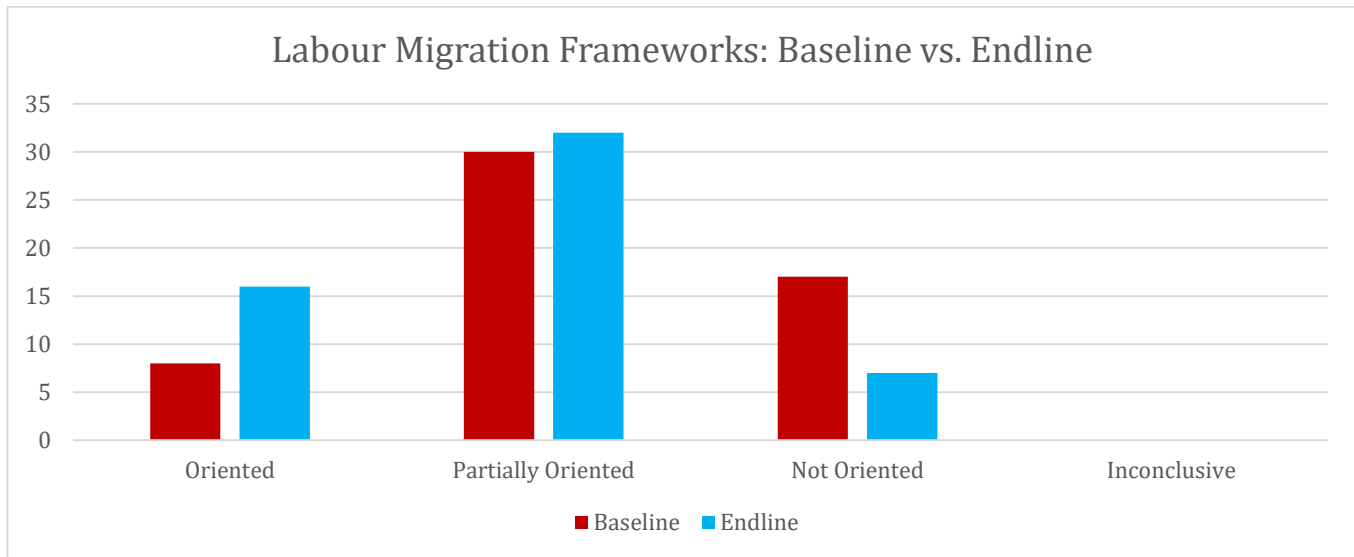
During its inception, the programme carried out a review of the laws and policies of the ASEAN Member States to create a baseline of the adherence by these States to 11 international normative frameworks related to labour migration and domestic work in their national legal and policy frameworks.

The baseline study provided the basis for SAF's policy interventions and technical assistance. SAF provided technical support to the development of labour migration legislation, policies and practices in line with international labour standards on the protection of migrant workers. This included contributing to legal reviews and making technical inputs to draft legislations, supporting consultations with tripartite plus actors (government, employers and workers' organizations, migrant worker associations, representatives of women migrant workers, and civil society), and supporting the advocacy efforts of migrant domestic workers' groups for policy change (Output 1.1).

An Endline review of the SAF-supported technical inputs found that the programme's interventions have supported the improvement of the orientation of labour migration-related laws and policies in ASEAN Member States towards international normative frameworks (figure 1).

Figure 1. Alignment of national laws and policies with international labour migration normative frameworks: Baseline versus Endline





Efforts to align international standards with national-level policies and legislation under Output 1.1 were strengthened through SAF’s other interventions – such as the capacity-building interventions (Output 1.2) by which SAF built the capacity of governments, employers’ organizations, and workers’ organizations to better understand international labour and gender normative frameworks in the context of protection and promotion of women migrant workers’ rights across the region – especially in terms of gender equality, fair recruitment, freedom of association, organizing, and violence and harassment. By building the institutional capacity of employers’ and workers’ organizations to address violence and harassment in the world of work in relation to women migrant workers and by engaging recruitment agencies on fair recruitment standards, SAF supported measures to improve women migrant workers’ conditions of migration and work.

Through its support for workers’ organizations, migrant workers’ associations and women migrant workers themselves, SAF sought to secure women migrant workers’ participation in decision-making processes and supported the inclusion of their voices in key regional and international forums. This was particularly relevant for migrant domestic workers who are excluded from labour protections; SAF supported their organizing and self-advocacy efforts, and facilitated opportunities for dialogue between migrant domestic workers and government officials in both countries of destination and origin (Output 1.3).

Furthermore, through building the capacity of civil society, service providers and MRCs, SAF supported the rights-based and gender-responsive implementation of labour migration governance frameworks, and contributed towards the provision of gender-responsive migration information and services for women migrant workers and their families (Output 1.4). Through the provision of technical and vocational training opportunities for women migrant workers, SAF invested in supporting their choice of decent work.

The Endline study only considered those laws and policies that had been adopted with SAF’s inputs; it found that as of October 2023, the programme had met nine out of the eleven targets and did not meet two targets. The two targets that were not achieved relate to “ratification of international labour conventions”, and “access to information and services”. Given the timing of the Endline study, the ratification of the Violence and Harassment Convention, 2019 (No. 190) by the Philippines in December 2023 was not included in the Endline assessment. However the Convention has since then been ratified. In Viet Nam and the Philippines, the financial literacy modules that SAF prepared and that were adopted as official curriculum for use in government-supported trainings and skills development for migrant workers was also not included in the



assessment. Furthermore, the Endline assessment could not include Indonesia’s Inspection and Supervision Guidelines on Labour Migration for recruitment agencies, and additional 38 village-level regulations on migration and gender issues, due to the timeline of the Endline.

Women migrant workers on account of their occupation, gender and migration status can find themselves vulnerable to abuse, exploitation, violence and harassment throughout their labour migration journeys. SAF was envisaged to resolve 1,981 complaints in its implementation period. However, from 2018 to 2023, a total of 9,492 women migrant workers received case management support and legal assistance from SAF-supported MRCs and partners. Out of these, **2,831 complaints were resolved**. It must be noted that despite mobility restrictions and a slowing down of labour migration between 2020 and 2022, SAF was able to support complaints of women migrant workers. These cases do not include the women and men migrant workers who were provided with information and services online. The MRCs played a crucial role in providing them with accurate migration-related information and services, particularly legal assistance and counselling. Case management is not always easy – the expense and lengthy time taken to achieve a resolution and secure compensation and the requirements around evidence and for migrant workers to be physically present in the country of destination can all be deterrents to seeking support or getting resolution in a timely manner

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.

From 2018 to 2023, SAF supported the development and revision of **102** laws, policies and implementing regulations on gender-sensitive labour migration governance in Cambodia, Indonesia, Lao People’s Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore and Viet Nam, surpassing the set target of 20 policy instruments. SAF provided technical inputs, supported consultations with social dialogue partners, and supported women migrant workers’ advocacy efforts for policy reform. SAF’s inputs contributed to ensuring these policy frameworks are in alignment with normative international labour standards, especially ILO Convention No. 190³⁷.

During the reporting period, SAF provided, or facilitated the provision of, technical inputs to the following laws and policies (which have been adopted or are in the official drafting process):

Cambodia

1. Migrant Health Policy (**adopted**)
2. Standard Operating Procedure for Apprenticeship in Cambodia (SOPAC) (**adopted**)
3. 16 apprenticeship manuals aligned with the Common ASEAN Tourism Curriculum qualification levels (**adopted**)
4. Recognition of prior learning (RPL) assessment tools for the Ministry of Tourism (**adopted**)

Indonesia

5. Government Subordinate Regulation on Protection of Indonesia Migrant Workers Law No. 18/2017 (in drafting)
6. Implementation Guidance of Article 42 of Law 18/17: Village Protocol on Village Based Management to Enhance Services for Women Migrant Workers and Their Family – in 5 targeted

³⁷ Per Spotlight Indicator 1.1.1 – “Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR [human rights] standards.” For Spotlight Indicator 1.1.1 reporting, SAF includes a total of 131 laws and policies. This includes 102 total from SAF Output Indicator 1.1.1 (70 of which were adopted), and 9 adopted laws reported in SAF Output Indicator 2.1.1, as well as 5 additional laws given technical input and not yet adopted under SAF Output Indicator 2.1.1. Furthermore, under SAF Output Indicator 2.1.2 there are 18 NAPs and SOPs adopted.



districts: Cirebon (West Java), Blitar (East Java), Tulungagung (East Java), East Lampung (Lampung) and Kupang (East Nusa Tenggara) **(adopted)**

7. Gender Guideline on the Role of Labour Attachés to Provide Services to Migrant Workers as Mandated by Law 18/17 **(adopted)**
8. Gender Guideline on the Role of Conduct for Private Recruitment Agencies to Provide Services to Migrant Workers as Mandated by Law 18/17 **(adopted)**
9. Gender Guideline on the Role of Worker Organizations to Provide Services to Migrant Workers as Mandated by Law 18/17 **(adopted)**
10. Indonesia SDG Road Map **(adopted)**
11. Presidential Regulation on the Labour Attaché Role (in drafting)
12. Minister of Manpower Decree on the Implementation of Indonesia Migrant Worker Placement During the Adaptation of the New Habit (New Normal) **(adopted)**
13. A set of gender-responsive guidelines for tripartite plus constituents on the implementation of Indonesian Law No. 18/201 **(adopted)**
14. Joint Commitment (MOU) Development in Integrating Gender Responsiveness MRC in Government One Roof Integrated Services Office (LTSA) in Cirebon District **(adopted)**
15. Joint Commitment (MOU) Development in Integrating Gender Responsiveness MRC in Government One Roof Integrated Services Office (LTSA) in East Lampung District **(adopted)**
16. Joint Commitment (MOU) Development in Integrating Gender Responsiveness MRC in Government One Roof Integrated Services Office (LTSA) in Blitar **(adopted)**
17. Joint Commitment (MOU) Development in Integrating Gender Responsiveness MRC in Government One Roof Integrated Services Office (LTSA) in Tulungagung **(adopted)**
18. Guideline for the Implementation of Ministry of Manpower Decree No. 294/2020 on the Implementation of Placement in the New Normal Period (in drafting)
19. Recommendation to the Strategic Implementation Plan on the Head of BP2MI No. 09/2020 Decree on The Abolishment of Migrant Worker Placement Fee **(adopted)**
20. Standard Operational Procedure (SOP) for Overseas Technical and Vocational Education Training Center on Services Delivery and Protection of Indonesia Migrant Worker for the Placement during the Adaptation to the New Habit (new normal period) **(adopted)**.
21. 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)**
22. National Action Plan on the Implementation of the Global Compact for Migration 2021–25 (awaiting final official endorsement)
23. Ploso Village Head Policy on the MRC Establishment to Provide Information and Protection Services **(adopted)**
24. Joint Commitment (MOU) on the Establishment of Tripartite Plus Forum for Coordination and Social Dialogue on Labour Migration in Cirebon **(adopted)**
25. Tulungagung Regent Decree on Tripartite Plus Forum (in drafting)
26. Development of Monitoring Tool for the Implementation of Ministry of Manpower Decree No. 294/2020 on the Implementation of Placement in the New Normal Period (in drafting)
27. Village Regulation on Protection of Indonesia Migrant Worker and Their Family – Tunggangri, Tulungagung **(adopted)**
28. Village Regulation on Protection of Indonesia Migrant Worker and Their Family – Betak, Tulungagung **(adopted)**
29. Village Regulation on the Protection of Indonesia Migrant Worker and their Family – Pagersari, Tulungagung **(adopted)**
30. Village Regulation on the Protection of Indonesia Migrant Worker and their Family – Blimbing, Tulungagung **(adopted)**
31. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Jatidowo Village Tulungagung **(adopted)**



32. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Jabalsari Village Tulungagung (**adopted**)
33. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Sumberdadi Village Tulungagung (**adopted**)
34. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Mirigambar Village Tulungagung (**adopted**)
35. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Sumberagung Village Tulungagung (**adopted**)
36. Village Decree on Migrant Workers Protection Task Force of Gandusari Village, Blitar (**adopted**)
37. Village Decree on Migrant Workers Protection Task Force of Dayu Village, Blitar (**adopted**)
38. Village Decree on Migrant Workers Protection Task Force of Jatitengah Village, Blitar (**adopted**)
39. Village Decree on Migrant Workers Protection Task Force of Mronjo Village, Blitar (**adopted**)
40. Village Decree on Migrant Workers Protection Task Force of Ploso Village, Blitar (**adopted**)
41. Village Decree on Migrant Workers Protection Task Force of Sukosewu Village, Blitar (**adopted**)
42. Village Decree on Migrant Workers Protection Task Force of Ngaringan Village, Blitar (**adopted**)
43. Village Decree on Migrant Workers Protection Task Force of Kemloko Village, Blitar (**adopted**)
44. Village Decree on Migrant Workers Protection Task Force of Ngoran Village, Blitar (in drafting)
45. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Ngoran Village Blitar (in drafting)
46. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Kemloko Village Blitar (**adopted**)
47. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Tangkil Village Cirebon (in drafting)
48. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Kedondong Village Cirebon (in drafting)
49. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Wiyong Village Cirebon (in drafting)
50. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Gembongan Village Cirebon (**adopted**)
51. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Gembongan Mekar Village Cirebon (**adopted**)
52. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Gebang Ilir Village Cirebon (**adopted**)
53. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Melakasari Village Cirebon (**adopted**)
54. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Serang Wetan Village Cirebon (in drafting)
55. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Gebang Kulon Village Cirebon (**adopted**)
56. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Mergosasri Village East Lampung (**adopted**)
57. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Kibang Village East Lampung (**adopted**)
58. Village Regulation on the Protection of Indonesia Migrant Worker and their Family hargomulyo Village East Lampung (**adopted**)
59. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Buana Sakti Village East Lampung (in drafting)
60. Village Regulation on the Protection of Indonesia Migrant Worker and their Family Sumberagung Village East Lampung (in drafting)



61. Regent's Decree on Establishing the Tripartite Forum for the Protection of Migrant Workers in Cirebon (**adopted**)
62. Regent's Decree on Establishing the Tripartite Forum for the Protection of Migrant Workers in East Lampung (in drafting)
63. Regent's Decree on Establishing the Tripartite Forum for the Protection of Migrant Workers in Tulungagung (in drafting)
64. Regent's Decree on Establishing the Tripartite Forum for the Protection of Migrant Workers in Blitar (in drafting)
65. Regent's Decree on Gender Responsive and Inclusive SOP for Protection of Migrant Workers in Cirebon (in drafting)
66. Regent's Decree on Gender Responsive and Inclusive SOP for Protection of Migrant Workers in East Lampung (in drafting)
67. Regent's Decree on Gender Responsive and Inclusive SOP for Protection of Migrant Workers in Tulungagung (in drafting)
68. Regent's Decree on Gender Responsive and Inclusive SOP for Protection of Migrant Workers in Blitar (in drafting)
69. Inspection and Supervision Guidelines on Labor Migration (in drafting)
70. The Bali Regional Road Map - National Human Rights Commission, Ministry of Foreign Affairs, ILO, IOM, Migrant Care (**adopted**)
71. Guideline and Checklist for Labour Inspector on Placement and Protection of Indonesia Migrant Worker (in drafting)

Lao People's Democratic Republic

72. Decree 68 on the Export of Lao Workers Abroad³⁸

Malaysia

73. Employment (Amendment) Act 2022 (**adopted**)
74. 12th Malaysia Plan (2021–2025) (**adopted**)
75. National Action Plan on Forced Labour 2021–2025 (**adopted**)

Philippines

76. 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**).
 - Senate Bill 2234 creating the Department of Migrant Workers and Overseas Filipinos.
 - Senate Bill 1949 creating the Department of Overseas Filipinos.
77. Implementing Rules and Regulations of Republic Act No. 11641 (**adopted**)
78. Act Establishing the Office for Social Welfare Attaché (Republic Act 11299) (adopted)
79. National Employment Recovery Strategy 2021 – 2022 (**adopted**).
80. Draft substitute House Bill on Expanded Compulsory Insurance for Overseas Filipino Workers (in drafting).
81. Act Creating the Tabaco City Migrant Resource Center (MRC) (in drafting).

³⁸ SAF gave inputs to Decree 68 seeking for the inclusion of migrant domestic workers in the provisions of the Decree, and to improve coverage of social protection for migrant workers. Decree 68 was adopted as Decree 245; SAF inputs were only partially included in the final adopted Decree. For this reason, SAF will count its inputs to Decree 68 but not to the adopted Decree 245 in its results framework.



82. 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**).
83. 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**).
84. Guidelines on the Use of AKSYON Fund (in drafting)
85. Quezon City draft Memorandum of Agreement (MOA) with the United Domestic Workers of the Philippines (UNITED) (in drafting)
86. Implementing Rules and Regulations for Ordinance No. SP 2500, S-2016 Creating the Quezon City Migrant Resource Center (MRC) (in drafting)
87. House Bill 6779 (mandatory immunization of OFWs) (in drafting)
88. NERS - Senate bill 2035 (substituted SB 129 and SB 1659) on institutionalizing NERS as National Employment Action Plan + House Bill 8400 (Trabaho para sa Pilipino) (**adopted**).
89. C190 ratification (ratification instrument **adopted/ratified**).
 - Senate concurrence
 - Presidential ratification
 - House Resolution 650
90. Regional Development Plan - Region 6 (2023-2028) (**adopted**).
91. "Magna Carta of Filipino Seafarers (**adopted**)
 - House Bill 7325 and Senate Bill 2221 ("Act Providing for the Magna Carta of Filipinos Seafarers")
92. Code of Conduct for private recruitment agencies (PRAs) including monitoring tool (for BARMM) (**adopted**)
93. Code of Conduct for private recruitment agencies (PRAs) including monitoring tool (national) (**adopted**)

Viet Nam

94. Decree 38, detailing and guiding the implementation of a number of articles of the law on sending Vietnamese labourers to work abroad under contracts (Decree No. 38/2020/NĐ-CP) (**adopted**)
95. Prime Minister Decision 2239/QĐ-TTg on National Strategy on Vocational Training Development (**adopted**).
96. Prime Minister Decision 40/QĐ-TTg on the Overseas Employment Support Fund (**adopted**).
97. Government Decree No. 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**).
98. Circular No. 21/2021/TT-BLĐTBXH Guiding the Implementation of Some Articles of the Law on Contract-based Vietnamese Overseas Workers (**adopted**).
99. Circular No. 21/2021/TT-BLĐTBXH on Migration database (**adopted**).
100. Revised Law on Contract-based Vietnamese Overseas Workers (**adopted**)
101. National Implementation Plan of Global Compact for Safe, Regular and Orderly Migration (**adopted**)
102. Party Directive **20-CT/TW** on strengthening party’s leadership in sending Vietnamese workers and experts abroad for work (**adopted**)

In addition, SAF also provided technical inputs to the following laws and policies which have not yet proceeded to the official drafting process. These technical inputs are noted here in the narrative, but have not been included / counted in SAF’s results framework:



1. Indonesia – National Action Plan on Occupational, Safety, and Health (OSH)
2. Myanmar – Myanmar Overseas Employment Act (SAF supported review of the Act)

SAF also conducted and contributed to the technical reviews of laws:

1. Thailand – Review of national legislation to support the ratification of the Violence and Harassment Convention, 2019 (No. 190)
2. Thailand – Study on sexual harassment laws
3. Philippines – Review of national legislation to support the ratification of the Violence and Harassment Convention, 2019 (No. 190)

SAF also supported the advocacy efforts of its partners, especially of women migrant workers. Through SAF support for advocacy trainings and through strategy consultations and meetings with government officials and duty-bearers, migrant domestic workers have influenced policy changes in the following countries (noted here in the narrative but not included in the SAF results framework):

1. Singapore – New Measures to Strengthen Support for Migrant Domestic Workers (collaborating with HOME to include mandatory rest days and access to mobile phones)
2. Malaysia – MOU between Indonesia and Malaysia on the Recruitment and Placement of Indonesian Domestic Workers
3. Malaysia – Employees’ Social Security (Act 4) Amendment

Detailed information on SAF’s efforts to make labour migration frameworks more gender-responsive can be found in its previous annual reports³⁹; some of the key highlights include:

Cambodia

In Cambodia, SAF engaged with the Ministry of Labour and Vocational Training and the Ministry of Tourism to develop a **Standard Operating Procedure for Apprenticeship in Cambodia (SOPAC)**, as well as apprenticeship manuals aligned to the ASEAN tourism curriculum and tools for the recognition of prior learning assessment standard and manuals listed above. These frameworks were gender-sensitive in that they removed harmful gender stereotypes in the training materials and improved messaging to address concerns related to violence and harassment for potential and returnee women migrant workers. The SOPAC and other manuals were approved by the Government in 2020. They are significant because certified skills trainings can enable women migrant workers, including survivors of violence and trafficking, to access new or improved opportunities for employment upon return or upon re-migration.

SAF also provided technical inputs to the **Migrant Health Policy** that developed by the Ministry of Health. This resulted in the inclusion of interpretation services for migrants being provided healthcare and the participation of migrant workers in the planning, monitoring and evaluation of the policy. Through the policy, the Government now provides community health services to outgoing and returning migrant workers and their families. The interpretation services support women migrant workers and trafficked persons to communicate their concerns with duty-bearers, including their experience of violence and abuses. The policy was adopted in 2020.

Indonesia

In Indonesia, the programme supported the development of **Subordinate Regulation of Law No. 18/2017 on the Protection of Indonesian Migrant Workers**. Along with technical support for the development of

³⁹ SAF’s annual reports can be accessed at: <https://mptf.undp.org/project/00108309>.



the Subordinate Regulation, a **Gender Responsiveness Guideline for Tripartite plus Partners on the Implementation Law No. 18/2017**⁴⁰ at the national and subnational levels was also prepared to protect the rights of migrant workers, especially women migrant workers, in the face of exploitation and violations of their labour rights. **Government Regulation 59/21 on the Implementation of Indonesia Migrant Worker Protection**, one of the subordinate regulations of Law No. 18/17, drew from the recommendations from the gender analysis of Law No. 18/17 that SAF previously undertook with the Ministry of Manpower and the University of Indonesia. The analysis noted the necessity of Law No. 18/17 to become more gender-responsive in its implementation and the need to improve services for women migrant workers, including strengthening the role of the government One Roof Integrated Services Offices in providing employment services, consultation information, counselling and complaint mechanism case handling.

SAF collaborated with Ministry of Manpower to pilot the **integration of the gender-responsive MRCs in the government One Roof Integrated Services Offices (LTSAs)**. This was piloted first in Cirebon District, followed by Blitar, East Lampung, and Tulungagung districts, through the development of a Joint Commitment Memorandum of Understanding (MOU) in each of the four districts, which institutionalized these MRCs. The integrated MRC-LTSAs are a multi-stakeholder partnership between the Indonesian Government, migrant workers' unions and women's crisis centres (which are CSOs) in the coordination of gender-responsive service provision, in accordance with Law No. 18/2017 on the Protection of Indonesian Migrant Workers, and aim to provide optimal placements and protect the rights of migrant workers, including in cases of violence, abuse and trafficking (see Output 1.4).

To ensure that women migrant workers were included in migration policy responses to the COVID-19 pandemic, SAF provided technical inputs to the **Ministerial Decree on the Placement of Indonesian Migrant Workers under the New Normal (Decree No. 294/2020)**, which was adopted in July 2020. These technical inputs were prepared in line with international labour standards. In support of the implementation of Decree No. 294/2020, SAF contributed to developing SOPs that include women migrant workers' concerns in both technical trainings and recruitment processes. The draft SOPs were subsequently adopted as **SOPs for Overseas Technical and Vocational Education Training Center and Private Placement Agency on Services Delivery and Protection of Indonesia Migrant Worker during the New Normal**. The SOPs adopt 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. SAF also supported the development of 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**. The Monitoring Tool supports the implementation of the SOPs for private recruitment agencies and private technical and vocational education and training (TVET) institutions for overseas workers. SAF supported a focus group discussion to test the draft tools with representatives from private recruitment agencies and TVET institutions. Recommendations concerning the draft monitoring tool strengthened the means of providing gender-responsive services, and identified ways to ensure their usage by the labour inspectorate.

To reduce the financial burden of recruitment for women migrant workers, SAF supported two online cross-border dialogues with the National Agency for Protection of Indonesian Migrant Worker (BP2MI) and Indonesian embassy officials on the ILO's General Principles and Operational Guidelines for Fair Recruitment to support the implementation of the zero placement fee policies. This resulted in **the Recommendation to the Strategic Implementation Plan on the Head of BP2MI No. 09/2020 Decree on the Abolishment of Migrant Worker Placement Fee**. Indonesian delegation also joined the workshop contributing to the development of the Regional Operational Guidelines on Fair and Ethical Recruitment in

⁴⁰ Official English translation.



ASEAN along with officials from Malaysia and the Philippines. The workshop was technically guided by ITC-ILO, ILO migration specialist and implemented in partnership with ILO BRIDGE project.

To ensure that women migrant workers are able to participate on an equal footing in decision-making processes, SAF, in close cooperation with the Indonesian Government, initiated village-level Tripartite Plus Forums for Coordination and Social Dialogue on Labour Migration, which provided an inclusive platform for women migrant workers to voice their demands and aspirations to policymakers and key stakeholders, and to have a say on the effectiveness of government coordination in implementing Law No. 18/2017 and gender-responsive coordinated services for migrant workers. The Tripartite Plus Forum was formally established by the District Government of Cirebon through the **Joint Commitment (MOU) on the Establishment of Tripartite Plus Forum for Coordination and Social Dialogue on Labour Migration in Cirebon**, and also in Tulungagung District via the **Regent Decree on the Establishment of the Tripartite Plus Forum for Coordination and Social Dialogue on Labour Migration**. **Four** village-level regulations were also passed in 2023 to strengthen village protection mechanisms for women migrant workers (such as referral mechanisms for victims of gender-based violence and trafficking) and to develop a legal framework for village funding to the MRCs and other village-level protection mechanisms for migrant workers' protection (such as an SOP that strengthens the protection of the rights of women migrant workers and their families against violence and trafficking through case identification, complaint mechanisms and referrals). The SAF-supported MRCs played a key role in initiating and drafting these regulations (see also Output 1.2).

Lao People's Democratic Republic

In coordination with other ILO programmes, SAF provided recommendations to strengthen **Decree No. 68 on the Export of Lao Workers Abroad**. A policy paper was submitted to the Ministry of Labour and Social Welfare (MOLSW), to facilitate the revision of the Decree, in which SAF emphasized the need to extend social protection to migrant workers. The revised decree was finalized in 2020 as Decree No. 245.

Malaysia

SAF contributed to the **12th Malaysia Plan (2021–2025)** by assisting in the development of the UNCT Policy Brief on Labour Migration in Malaysia, led by an ILO migration specialist. SAF provided a gender perspective to improve the welfare of migrant workers, including the provision of an enabling environment and remedies for survivors of violence. The Plan notes that efforts will continue to be undertaken to ensure employers in all economic sectors protect the welfare of workers, including through stricter enforcement of the Employment Act and the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act.

Together with other ILO projects, SAF also supported an amendment to the **Employees' Social Security Act (Act 4)** ensuring that migrant domestic workers are included under an employment injury scheme, providing access to medical benefits, income replacement benefits paid on temporary and permanent disability, and dependent benefits in the event of death.

SAF was part of the technical working committee for the development of Malaysia's **National Action Plan on Forced Labour (2021–2025)**, which focuses on increasing awareness and understanding of stakeholders; building capacity for law enforcement; improved migration management; and priority interventions to address forced labour. SAF's inputs supported the inclusion of women migrants' needs and concerns. Together with other ILO projects, SAF also advocated for the **ratification of the ILO Protocol of 2014 to the Forced Labour Convention, 1930**, which Malaysia ratified in 2022.

Given that migrant domestic workers are not included under the Employment Act, SAF made inputs to Malaysia's National Action Plan on Anti-Trafficking in Persons (NAP TIP) (2021–2025) (see also Output 2.1) to strengthen relevant labour migration and domestic work legislation to prevent trafficking in persons. The text makes references to addressing exploitation during recruitment and the NAP TIP commits to establishing



rules and regulations relating to domestic workers. SAF, in collaboration with the UNODC, built capacity on establishing indicators to monitor implementation of the NAPTIP (see also Output 2.1).

Together with other ILO programmes, SAF co-organized the “**ILO–IOM Workshop on Extending Social Security Coverage and Benefits to Domestic Workers**” to advocate migrant workers’ rights, drawing attention to their inclusion within social security coverage and benefits. A total of **129 participants** from government agencies, trade unions, employers’ organizations, recruitment agencies, CSOs and the UN came together to discuss expanding eligibility for coverage and benefits for migrant domestic workers in Malaysia.

The Philippines

SAF was engaged in several labour migration legislative reform and drafting processes, the highlight of which was the establishment 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 Therefore, and for Other Purposes (“Department of Migrant Workers Act”, Republic Act (RA) No.11641)**⁴¹. The Department of Migrant Workers (DMW) was created to serve as the central government agency to protect the rights and promote the welfare of overseas Filipino workers (OFWs) regardless of their status. The DMW is mandated to formulate, coordinate and implement labour migration policies and programmes, including regulating and managing the recruitment and overseas employment of OFWs; prescribing and providing services for OFWs and their families at all stages of migration, including in cases of violence and exploitation; and facilitating/promoting full-cycle reintegration, social protection and skills development of returning migrant workers. The DMW absorbed and consolidated the labour migration functions, mandates and resources previously assigned to several government offices/units to form a separate agency to address migrant workers’ issues. SAF played an active role in advocating and making interventions through the various iterations of the law (namely, House Bill 5832 - Department of Filipinos Overseas & Foreign Employment/DFO bill in 2019; Senate Bill 1949-Department of Overseas Filipinos/DOFIL in 2020; Senate Bill 2234-Department of Migrant Workers and Overseas Filipinos/DMWOFA in 2021). These interventions helped:

- improve the provisions on labour migration governance and on the policies and programmes of the DMW;
- strengthen alignment with international labour standards and fair recruitment principles; and
- institutionalize more transparent, rights-based and participatory governance, including through tripartite, sectoral and multi-stakeholder bodies and processes.

SAF’s interventions supported the improving of mechanisms and commitments on promoting gender-responsiveness and equality and ending VAW/GBV and TIP, and reinforced the State’s role and commitment in enabling full-cycle, sustainable and gender-responsive OFW reintegration.

To operationalize the Department of Migrant Workers Act, SAF provided inputs on the **Implementing Rules and Regulations of Republic Act No. 11641**⁴² to improve the provisions of RA 11641 related to women, gender, and ending violence/human trafficking, specifically provisions related to:

⁴¹ Official English translation.

⁴² The Implementing Rules and Regulations reinstated the following key national policies and principles that are not mentioned in RA 11641, but are found in earlier laws: the “[application of] gender-sensitive criteria in the formulation of policies and programmes, and in the composition of migration-related bodies” (section 2 of RA 8042, but not mentioned in RA 11641); monitoring and ratification of international Conventions protecting the rights of migrant workers; guaranteeing participation and representation of OFWs in decision-making processes and relevant bodies; recognition of the role of trade unions, civil society, workers’ associations, the private sector and other stakeholders in protecting migrants’ rights and as social partners.



- the creation of Migrant Workers Offices abroad (replacing the POLOs, or Philippine Overseas Labor Offices);
- designation of gender and ending-VAW focal points;
- conducting of regular gender audits and sensitivity training;
- ensuring a gender-responsive Full-Cycle National Reintegration Program;
- ensuring disaggregation by sex, migration status, and so on in the DMW migration information system (MIS);
- attaching the Overseas Workers Welfare Administration (OWWA), with its full services and mandate based on the OWWA Charter (R.A. 10801), which obligates, “Welfare assistance, services, and programs provided by the OWWA shall be gender-responsive, taking into consideration the different impacts of labour migration to men and women”); and
- the mandatory review of the DMW every five years, where the impact indicators include creation of more job options for women, broader coverage of social protection, and reducing proportion of OFWs in high-risk and precarious occupations.

The in-depth and systematic evaluation shall involve tripartite and social partners, and “ensure evidence-based and data-backed analysis with the appropriate gender and cultural lens” (section 60, Implementing Rules and Regulations of RA 11641).

Given that many women migrant workers can face challenges in reintegrating back into their communities, SAF advocated for the creation of a **Reintegration Advisor** in the Philippines, a one-stop information platform and referral system making reintegration information and services⁴³ that was made available via different government and non-governmental service providers to overseas Filipino workers and their families. Through stakeholder consultations (see Output 1.2), SAF expanded support for the Reintegration Advisor to be incorporated as part of the Strategic and Policy Framework on OFW Reintegration and the National Action Plan on Reintegration. The endorsement of the SCIMDs (see below) supported the achievement of this goal.

Together with other ILO migration programmes in the Philippines, SAF supported (see Output 1.2) the national Sub-Committee on International Migration and Development (SCIMD)⁴⁴ to back various migration initiatives, including the Reintegration Advisor, MRCs, and migration strategies at the national and local levels. Via **Resolution No.1 Committee on International Migration and Development (SCIMD) on “Endorsing the OFW Reintegration Advisor and Referral Pathways of ILO-Philippines for Collaboration with SCIMD”**, the national SCIMD endorsed the reintegration initiatives promoted by SAF. The Resolution initiated institutional collaboration between the national SCIMD and the regional SCIMDs on the development of the Reintegration Advisor and the promotion of 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** was the second official endorsement of SAF initiatives related to migration. This endorsement helped with the institutional mainstreaming and sustainability of SAF’s interventions at the provincial and local levels.

⁴³ 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 violence, trafficking or distress; (e) reintegration support for returning migrant retirees; and (f) re-migration for work.

⁴⁴ The Sub-Committee on International Migration and Development (SCIMD) is an interagency 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.



The National Employment Recovery Strategy 2021–22 (NERS) was formulated as a response to job losses caused by the COVID-19 pandemic.⁴⁵ NERS strengthens and expands support for reintegration and reiterates the need to prepare a database for repatriated migrant workers for the purposes of employment and job matching in country or overseas. Following consultations with women’s and migrants’ organizations, SAF gave technical inputs to NERS for provisions aimed at:

- strengthening and expanding support for reintegration programmes, opportunities and pathways for women migrant workers, especially migrant domestic workers;
- improving gender-responsive case management and service provision for women migrant workers, especially in cases of violence;
- enhancing online technical and vocational training programmes, skills recognition, skills development and scholarships, and job support for returning migrant workers;
- providing for the deployment of additional overseas personnel at the POLOs to cater for migrant workers’ concerns and welfare needs; and
- giving support for the development of a sex, migratory status and skills disaggregated database of repatriated migrant workers for employment/job or skills matching for in-country or overseas jobs.

The Government officially adopted the NERS and also issued Executive Order No. 140 of the President, which instructs the NERS Task Force to tap the ILO and other partners for joint programmes and technical cooperation in NERS implementation.

During the COVID-19 pandemic, SAF advocated for the inclusion of women migrant workers in social protection policies. In Senate Bill 2088 / House Bill 9069 on **Gender Responsive and Inclusive Pandemic Management Act of 2021** (see Output 2.1), SAF recommended replacing “safety nets” with the concept of “social protection floors” in the Bill to ensure that social protection as provided under the bill would align 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.

SAF supported the implementation and operationalization of the Universal Health Care Act (Republic Act 112231) through the Philippine Migrants Health Network (PMHN); SAF provided technical inputs in the **PMHN Strategic Plan 2023–2028**. SAF also provided technical and financial support in the technical study (mapping, multi-lens analysis) of Philippine migrant health laws/policies and how to enhance alignment with international standards, gender-responsiveness, and localization of these laws/policies. The study identified gaps in relation to the healthcare needs of women and men migrant workers that need to be addressed in future policy revisions.

Under the new Department of Migrant Workers Act (Republic Act No. 11641), in 2022 a new welfare fund – the *Agarang Kalinga at Saklolo para sa mga OFW na Nangangailangan (AKSYON) Fund* – was established. The AKSYON Fund provides immediate support to OFWs. SAF provided technical inputs to the **Guidelines on the Use of the AKSYON Fund** concerning its scope and coverage, clarifying the types of distress cases covered by the Fund. SAF also sought to make the Fund more responsive to the situations of women migrant workers by seeking to include the provision of psychosocial support based on survivor-centred and gender-responsive approaches.

⁴⁵ 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.



Making laws less discriminatory

Sometime technical inputs into laws and policies do not strengthen the provisions of the proposed legal text, but instead seek to dilute any unintended harmful impact. In the Philippines, House Bill 6779 (Mandatory Immunization of OFWs) required 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's advocacy and 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.

SAF provided technical inputs on the **Implementing Rules and Regulations of the Act Establishing the Office for Social Welfare Attaché (Republic Act 11299)**; the Social Welfare Attachés provide essential services in Philippine embassies in countries of destination with a high concentration of Filipino migrant workers. The primary task of the Social Welfare Attachés is to “manage cases of OFWs and other Filipinos in distress such as trafficking victims, illegally recruited workers, rape or sexual abuse victims, maltreated or abused workers, and abandoned or neglected children”. SAF was subsequently added as a member of the Technical Working Group that formulated the Implementing Rules and Regulations.

SAF collaborated with the Philippine Overseas Employment Administration (POEA) to develop the **Handbook on the Overseas Filipino Workers Act (Republic Act 11227)**. The handbook has been mandated by law to provide updated and systematic information on the rights and responsibilities of Filipino migrant workers, including laws, policies, benefits and services provided in the Philippines and at embassies and consulates abroad, including benefits and services for survivors of violence. The Handbook has been published and distributed for free by the Government since 2021.

SAF gave inputs to the **National Implementation Plan of the Global Compact for Safe, Orderly and Regular Migration to the Department of Foreign Affairs and the National Economic and Development Authority** to ensure gender-responsive development planning that supports safe and orderly migration for women migrant workers and contributes to the prevention of violence against women migrants.

Agreements were made with the provincial governments of **Negros Occidental, Tabaco City and Quezon City** to operate MRCs. The collaboration with the local governments established gender-responsive MRCs and links them with existing local OFW helpdesks in order to provide services with a particular focus on women migrant workers, as well as to reach out to local communities by raising awareness on gender stereotypes and involving men and families in preventing violence against women migrant workers. SAF also provided inputs to the **Quezon City draft Memorandum of Agreement (MOA) with the United Domestic Workers of the Philippines (UNITED)** to enhance the MOA's provisions on gender, EAW, women migrant workers' rights and social dialogue with domestic workers. SAF's advice also ensured that the MOA aligned with both Republic Act No. 10361 and the ILO Domestic Workers Convention, 2001 (No. 189). The MOA serves as a model agreement collectively advocated for and negotiated by the trade union of domestic workers with the Quezon City Government. The MOA can serve as a template for other chapters of UNITED in negotiating similar agreements with other local governments in the Philippines.



SAF support for the Philippines' ratification of the Violence and Harassment Convention, 2019 (No. 190)

Since 2020, SAF has coordinated and partnered with the Department of Labor and Employment (DOLE) Technical Working Committee on the Ratification of Convention No. 190 (hereafter referred to as the "TWC") in providing technical inputs; helping deepen government agencies' understanding of Convention No. 190; providing inputs to the gap analysis of national laws in relation to Convention No. 190; and co-organizing national tripartite and multi-stakeholders' consultations to build a common understanding of and strengthen support for the ratification of Convention No. 190 by the Philippines.

This support of and engagement with tripartite and social partners resulted in explicit statements by key government agencies (such as DOLE and the Philippine Commission on Women), trade unions, employers, the Tripartite Council, and legislators endorsing the ratification of Convention No. 190, which the Philippines did in December 2023. As the following timeline of actions taken by SAF shows, the process for building support for ratification requires consensus-building and advocacy at every level:

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



technical inputs and supported the filing of a resolution at the Lower House of Congress by Representative Maria Rachel Arenas calling for ratification of Convention No. 190 (House Resolution 85). SAF supported similar resolutions filed by House Deputy Speaker Raymond Mendoza (House Resolution 32) and Representative Arlene Brosas et al. (House Resolution 271). Together with trade union representatives, SAF met with Representative Arenas and Deputy Speaker Mendoza to affirm collaboration in pushing for ratification of Convention No. 190.

- **November 2022:** The House Committee approved the three resolutions on Convention No. 190 ratification, and consolidated these into one resolution for approval by the Lower House plenary. Later that month, the “Parliamentarians and Advocates to Ratify Convention No. 190” campaign was launched, and was spearheaded by Lower House legislators who filed the House Resolutions for Convention No. 190 ratification and the House Committee on Women and Gender Equality.
- **December 2022:** SAF engaged in discussions with the Senate Committee on Women and Gender Equality to organize consultation sessions with relevant senators to deepen understanding/clarify questions on Convention No. 190, with the aim of initiating a resolution in the Senate to support/concur with Convention No. 190 ratification.
- **In 2023,** SAF continued to engage with the government on Convention No. 190 ratification, with these efforts gaining momentum:
- **August 2023:** DMW officially endorsed the ratification of Convention No. 190.
- **September 2023:** The DFA endorsed the ratification of Convention No. 190 to the President’s Office.
- **October 2023:** The President of the Philippines ratifies C190.
- **December 2023:** The Senate [approved](#) the third and final reading Proposed Resolution No. 877, concurring in the ratification of C190. "The ratification of the ILO C190 will fortify the Philippine government's mandate and policy in promoting and protecting the rights of Filipino workers, locally and overseas, by pushing for a work environment with zero tolerance for violence and harassment," the adopted resolution stated. The Senate also recognized that C190 ratification will fulfill key targets under the United Nations Sustainable Development Goals, particularly with respect to the goals on Gender Equality, and Decent Work and Economic Growth.

On 20 February 2024, on the World Day of Social Justice, Philippines deposited the instrument of ratification with the ILO, becoming the 38th country in the world, and the first Asian country, to ratify Convention No. 190. It has been a historic result for the programme.

Viet Nam

SAF worked closely with other ILO programmes, social partners and the Ministry of Labour, Invalids and Social Welfare (MOLISA) to ensure that gender was mainstreamed into the **Law on Contract-Based Vietnamese Overseas Workers** (Law No. 72) and the associated Decree No. 126, as well as into their implementation. In addition to supporting the engagement of multiple stakeholders through consultative dialogues, SAF conducted a study on the experiences of women migrant workers, including the risk of experiencing violence and abuses and how Viet Nam’s labour migration policies specifically impact them; in order to bring their voices into the law review process. The Law (previously No. 72 of 2006, and now No. 68 of 2020) was approved, with significant changes benefitting women migrant workers for years to come, including:



1. the ability for migrant workers to unilaterally liquidate contracts in situations of threat, sexual harassment, maltreatment or forced labour;
2. the removal of the obligation for migrant workers to pay brokerage commissions;
3. definitions of discrimination and forced labour; and
4. a provision for legal aid in cases of abuse, violence or discrimination while working abroad.

SAF also supported the development of the **National Strategy on Vocational Training Development for the Period 2021–30**. Through SAF’s efforts, the National Strategy supports gender equality in vocational training; enhances the accessibility of vocational training services among vulnerable women, especially women migrant workers; and improves the connection between vocational training institutes and the Employment Service Centre, which sends Vietnamese workers overseas.

In coordination with other ILO projects, SAF also ensured that the **Prime Minister’s Decision on the Overseas Employment Support Fund** was gender-responsive, including financial support for those migrant workers who return home prematurely due to maltreatment, forced labour, threats to life or health, or sexual harassment. Viet Nam also adopted the **Prime Minister’s 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**. With SAF intervention, the Decree set out gender-sensitive pre-departure orientation education; minimum standards of accommodation for Vietnamese migrant workers, and transparency of the migration services and recruitment agencies, including the requirement of being licensed. The Prime Minister Decree was accompanied by two Circulars which also incorporated SAF interventions:

1. the **General Circular Guiding the Implementation of Some Articles of the Decree**, which provided pre-departure orientation training on gender equality, gender-based violence, sexual harassment and violence, as well as removing service charges related to services for domestic workers migrating to Western Asia, South-East Asia, Central Asia and Africa; and
2. the **Circular on Migration Database**, which requested recruitment agencies/migration service enterprises and MOLISA to regularly collect gender-disaggregated data regarding migrant workers.

SAF partnered with the General Statistics Office (GSO) to improve Viet Nam’s collection and use of labour migration statistics. In addition to capacity-building (see Output 1.2), SAF supported the GSO to measure **SDG indicator 10.7.1 on recruitment costs of Vietnamese workers working abroad**,⁴⁶ and to assess data gaps in international migration in Viet Nam⁴⁷ (knowledge products are reported under Output 3.1.3). Such data enhances evidence-based decision-making by Vietnamese line ministries and agencies so as to better protect the rights of migrant workers, especially women migrant workers, who may be more vulnerable to multiple forms of violence and discrimination. This is critical to achieving the SDGs and enhancing national alignment with international standards on labour migration statistics.

Party Directive 20-CT/TW on strengthening party’s leadership in Sending Vietnamese Workers and Experts Abroad for Work, SAF’s support was provided to a high-level expert meeting between CEC leaders and international and national labour migration experts on protecting the rights of women migrant workers. Study visits were organized to Japan (with approval from the EU), as the biggest destination country for Vietnamese migrant workers, and to the Philippines, as the biggest country of origin in the ASEAN region, so that Vietnamese officials could learn from other countries on the matter of protecting the rights of women

⁴⁶ ILO, *Measuring Sustainable Development Goal Indicator 10.7.1 on Recruitment Costs of Vietnamese Workers Working Overseas: Results of the Labour Force Survey 2021*, 2021.

⁴⁷ ILO, *Data Gaps in International Labour Migration Statistics in Viet Nam*, 2022.



migrant workers. Support was also provided to organize a national conference on international labour migration, wherein Party members recognized several challenges in labour migration governance, including knowledge gaps in labour migration among government agencies, the insufficient nature of current labour migration mechanisms and policies, and high recruitment and migration costs for migrant workers. Specific challenges faced by Vietnamese women migrant workers were also discussed. Based on these challenges, the new Directive contains important guidance for future government policymaking at the highest-level on labour migration.

Leave No One Behind: Supporting women migrant domestic workers' advocacy for policy reform

One vital aspect of SAF's work has been to support the organizing and advocacy efforts of women migrant domestic workers in countries of destination in ASEAN. In Malaysia and in Singapore, migrant domestic workers have been active in lobbying government officials and advocating for policy reforms that improve their working and living conditions. In Thailand, the support to migrant domestic workers' organizations such as HomeNet Thailand has been provided through Objective 2 and is reported under that Objective below. Initial support to HomeNet Thailand was provided through IDWF and details can be found in previous annual reports.

In **Malaysia**, SAF supported the International Domestic Workers Federation (IDWF) to collaborate with the Ke-Arah 189 Coalition (a coalition of CSOs and migrant associations) to propose amendments to Malaysia's Employment Act of 1955. These recommendations were endorsed by 24 organizations and submitted to the Ministry of Human Resources. SAF's inputs focused on prevention of violence and abuse faced by migrant domestic workers as well as improving the conditions of work (such as a mandatory day off, a change in the use of the term "servant" in the Act, and the inclusion of migrant domestic workers in social protection policies). SAF supported IDWF and migrant domestic workers' associations to lobby and engage with policymakers as follows:

- Migrant domestic workers' organizations met with the UN Special Rapporteur on Extreme Poverty and Human Rights on his visit to Malaysia. The groups highlighted problems faced by migrant domestic workers in the country, including potential risks of violence and abuse, while clarifying their demands.
- IDWF and the migrant worker associations PERTIMIG and AMMPO initiated an online dialogue with the Malaysian Government on "Inclusive Labour Law Reform – 'Domestic Workers Have Their Rights Too!'". This online session was attended by 69 participants, including officials from the Ministry of Human Resources, Indonesian and Filipino migrant domestic workers, the Malaysia Trades Union Congress (MTUC) and local civil society organizations. The dialogue series aimed to push for legal protection of migrant domestic workers through the existing labour law reform, as well as to strengthen dialogue among different stakeholders on migration issues.
- SAF, in collaboration with the IDWF, facilitated a consultation with the Indonesian Embassy in Malaysia seeking for it to intervene with the Malaysian Government to include migrant domestic workers in the implementation of the amnesty programme for undocumented migrant workers in Malaysia. The group also advocated on the MOU on recruitment and protection of migrant domestic workers between Malaysia and Indonesia. The Indonesian Ambassador shared that the Indonesian Government would seek to have the MOU implemented. The staff of the Embassy interviewed both workers and employers to ensure standard wages, holidays and access to communication devices would be addressed in the MOU (see information on the MOU above).



- SAF supported Persatuan Sahabat Wanita Selangor (PSWS) and Ke-Arah 189, in collaboration with the IDWF, to campaign for the inclusion of domestic workers under the Employees' Social Security Act 1969 and the Employment Insurance System Act 2017. These advocacy activities successfully contributed to the provision of social security to domestic workers (see Malaysia legal reform sections above)
- Through participation in the Labour Law Reform Coalition, the IDWF and its affiliates (PERTIMIG and AMMPO) proposed labour law reforms for the Employment (Amendment) Bill 2021. Through their constant lobbying efforts, the Bill sought to reduce working hours from 48 to 45 hours a week, and to increase maternity leave from 60 to 70 days, as well as inclusion in social security.

Reflecting the efforts made by migrant domestic workers to reform the Employment Act, the Employment (Amendment) Act 2022 changed terminology from “foreign domestic servant” to “foreign domestic employee”. There is also a new requirement that employers must get prior approval to employ a migrant worker and inform the Director-General of any termination of contract. The Employment (Amendment) Act 2022 added a requirement that employers exhibit conspicuously at the place of employment a notice to raise awareness on sexual harassment. However, migrant domestic workers continue to be excluded from the sections of the Employment Act that regulate working hours, rest, overtime, maternity benefits, and minimum wage. SAF continued to support migrant domestic workers' advocacy in these areas till its closure.

In **Singapore**, SAF's partner, the Humanitarian Organization for Migration Economics (HOME), petitioned the Ministry of Manpower and lobbied the embassies of Indonesia, Myanmar, the Philippines, India and Sri Lanka to support women migrant workers' petition for mandatory rest days and to educate employers to stop confiscating their mobile phones. The Singapore Government announced a new policy that requires employers to give domestic workers one compulsory rest day off every month, which entered into force at the end of 2022.

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.

For duty-bearers and service providers to make labour migration frameworks and services more gender-responsive, it is important that they have the capacity and knowledge to make these improvements. In 2018, SAF identified training 10,000 stakeholders (50 per cent women) as its target to achieving this Output.

From 2018 to 2023, SAF has strengthened the capacity of **15,894** stakeholders – from governments, employers' and workers' organizations, recruitment agencies and civil society, including women's organizations, migrant workers' organizations and domestic workers' organizations – to implement gender-responsive, migrant-friendly and rights-based policies and services in all ten ASEAN Member States – Brunei Darussalam, Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Singapore, Thailand, and Viet Nam.

It is important to note that the results of SAF's capacity-building efforts have also contributed to results under other outputs, namely to the introduction and amendments of laws and policies that are responsive to the needs of women migrant workers (see Output 1.1), strengthened organizing efforts by women migrant workers (see Output 1.3), improved advocacy by migrant domestic workers (see Outputs 1.1 and 1.3), and the provision of gender-responsive information and services (see Output 1.4).



Building the capacity of governments to make labour migration-related laws, policies and services gender-responsive

SAF strengthened the capacity of the ten ASEAN Member States on:

- international labour standards, including the Violence and Harassment Convention, 2019 (No. 190);
- ILO standards on fair and ethical recruitment and the Workers' Housing Recommendation, 1961 (No. 115);
- sex-disaggregated international labour migration statistics (ILMS); and
- the impact of gender on women's labour migration in the region.

Government capacity-building took place at both the national and local levels with the intention of improving the gender-responsiveness of labour migration policy frameworks, programmes and services. In **countries of origin**, SAF built the capacity of 5,722 government officials from Cambodia, Indonesia, the Lao People's Democratic Republic, Myanmar, the Philippines and Viet Nam to develop gender-responsive policies and services for women migrant workers and to reduce women migrants' vulnerabilities to labour violations, violence and harassment, and trafficking. Several of these capacity-building interventions focused on applying a gendered lens to improving the implementation of national labour migration legislation. Some of the results of such capacity-building were reflected in the strengthening of laws and policies (see Output 1.1). Details on the trainings provided to government officials each year can be found in the specific annual reports; some of the recent highlights of SAF's work under Output 1.2 include:

In **Indonesia**, the trainings provided in 2023 by SAF and Statistics Indonesia (BPS) on sex-disaggregated international labour migration statistics (ILMS) to 30 officials from Bappenas, BPS, Ministry of Manpower, BP2MI, Immigration Department, Ministry of Foreign Affairs, Ministry of Women Empowerment and Child Protection, and Ministry of Social Affairs strengthened the Government's capacity to collect and coordinate disaggregated data for Indonesia's One Data platform on international migration statistics, including labour migration and SDG indicator 10.7.1 on recruitment costs. The One Data initiative is backed by the Presidential Decree on One Data Indonesia, and is supported by different international organizations, including ILO, IOM and UNFPA, who work closely with a range of ministries and organizations in Indonesia. The One Data platform relates to Law No. 18 of 2017 on Protection of Migrant Workers and is backed by the Presidential Decree on the Action Plan of the Global Compact for Safe Orderly and Regular Migration (under final approval). The trainings were supported by the guidelines that SAF and BPS developed on ILMS concepts and definitions, and they support the alignment of the One Data platform with the ILMS database. The guidelines have been endorsed by the Ministry of Manpower, Ministry of Foreign Affairs, BP2MI and Ministry of Law and Human Rights.

In the **Philippines**, SAF built the capacity of 2,214 government representatives on international standards and good practices for effective, gender-responsive and sustainable reintegration of migrant workers. As a result of one of these capacity-building sessions, the Department of Migrant Workers endorsed the adoption of the "OFW Reintegration Advisor and Referral Pathways" as a key tool to promote and help guide overseas Filipino workers and their families to plan/develop their reintegration pathways (see Output 1.1). SAF also supported 69 stakeholders of the Philippine Migrant Health Network (PMHN) to learn about the gaps in laws and social security provisions related to the health coverage of migrant workers, especially from a gender perspective. These sessions built the capacity of the Department of Health to improve its programming on migrant workers' healthcare and to ensure that women migrant workers' concerns are reflected in the PMHN strategic plan for 2023–28 (Output 1.1). SAF, together with its partners, also delivered pilot training sessions of the UP-CIFAL "Professional Certificate Course on Global Migration" to 26 officials from the DFA, OWWA,



Bureau of Immigration, National Economic and Development Authority, local government of Quezon City, POEA, the Commission of Filipinos Overseas, the Public Attorney's Office, and the Commission on Human Rights, who were trained on women's labour migration, violence against women, international labour and migration frameworks, and ways in which these could be utilized to improve conditions for overseas Filipina workers.

In **Viet Nam**, in coordination with other ILO labour migration programmes and in partnership with the Communist Party of Viet Nam's Central Economic Commission (CEC) and MOLISA, SAF organized national conferences for 314 government officials and development partners to discuss the international labour migration trends of Vietnamese workers, especially women migrant workers, and organized study visits for 16 Vietnamese officials to Japan and to the Philippines to develop a better understanding of how labour migration for Vietnamese migrant workers, especially women migrant workers, can be improved. These efforts complemented the development of the Party's Directive **20-CT/TW**, which informs future decision-making on labour migration policies in Viet Nam (see Output 1.1).

The COVID-19 pandemic exposed how vulnerable migrant workers can be in countries of destination when they are excluded from social protection. As part of SAF's efforts to ensure that women migrant workers can have access to much needed services and support in countries of destination, SAF supported **labour attachés** from **Indonesia** and the **Philippines** to develop a deeper insight into gender and labour migration, especially on:

1. the gendered labour migration patterns of migrant workers;
2. key concerns in COVID-19 response and recovery strategies to ensure that vulnerable groups, including women migrant workers, are not left behind; and
3. ways to improve service provision and referral services for women migrant workers, especially those who may have experienced violence.

In addition to trainings, SAF also organized knowledge-building sessions for diplomats and consular staff with women migrant workers, including migrant domestic workers, in countries of destination so that they could learn directly from women about their experiences on the ground.

Bridging gaps and supporting joint capacity-development of constituents and social dialogue partners

Alongside focused trainings for government agencies on labour migration governance, SAF has supported joint capacity-building of constituents and social dialogue partners (governments, employers' and workers' organizations, migrant workers' groups, and civil society). Bringing the perspectives of these stakeholders together supported the development and implementation of gender-responsive labour migration frameworks. For example, in **Indonesia**, with BP2MI, SAF supported a tripartite plus consultative dialogue for more than 59 partners on the "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 services for women migrant workers, including for those who had experienced violence and harassment in their workplaces. Following the consultation, participants developed **Tripartite-Plus Joint Recommendations on the Strategic Implementation Plan on the Abolishment of Migrant Worker Placement Fee and Required Process for Employment** (Law No. 18/17).

In the **Philippines**, SAF supported tripartite consultations and knowledge-sharing interventions that contributed towards the ratification process of the Violence and Harassment Convention, 2019 (No. 190), in the Philippines (see Output 1.1). SAF also supported 205 tripartite plus partners build their knowledge



on mitigating risks of violence against women migrant workers, as well as core gender analysis concepts. Via the training organized by the SAF Task Force on Reintegration, the capacity of 118 stakeholders was developed, which resulted in an agreement to promote and develop the referral mechanism “**OFW Reintegration Advisor and Referral Pathways**”. With the Center for Migrant Advocacy, SAF raised the awareness of a total 59 participants from migrant groups, women OFWs, embassies and local government units on the gender dimensions of the COVID-19 pandemic, particularly the impact on women migrant workers. These efforts contributed to shaping the Philippines COVID-19 response, including efforts to improve its reintegration support (see Output 1.1).

Leveraging on provincial-level migration network meetings in **the Lao People’s Democratic Republic**, 102 service providers, local government representatives, trade unions, employers and CSOs came together to share experiences and gain new perspectives on how to improve service provision to women and men migrant workers, how to maintain records, and how to improve coordination among duty bearers. With the opening of the MRC in Bokeo Province, the first migration networking meeting took place at MRC Bokeo with district government, trade unions, police and CSO representatives participating. The network meetings provided a space for stakeholders to reflect on gender-responsive service provision and referral mechanisms for returnee migrant workers, particularly during the COVID-19 pandemic.

Viet Nam is both a source and destination for migrants, which makes it crucial to develop evidence-based migration policies to secure a safe environment within the labour market. In collaboration with the ILO’s Research Department, SAF built the capacity of the ILO’s tripartite constituents in Viet Nam – namely, senior level officials from government agencies (MOLISA, Ministry of Foreign Affairs, Viet Nam Women’s Union, Border Guard, Ministry of Public Security, Vietnam Association of Manpower Supply (VAMAS), and MRC service providers), employers’ organizations, and workers’ organizations – to use a wide variety of data sources to develop their skills and knowledge for evidence-based policymaking, advocacy and service provisions in the context of migration policy, and to establish research, policy design and improved social dialogue with social partners and decision-makers for evidence-based policymaking.

Complementing the initiatives on gender-responsive labour policy frameworks at the national level, SAF built the **capacity of local-level government officials**. Engaging at different levels of the government is critical to ensure national policy coherence and robust implementation. Actions at the local level can have the most direct impact on women’s daily lives in terms of 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 women migrant workers, SAF sensitized the training of 85 village leaders and officials in **Indonesia** (local government units including health office, social services, manpower and immigration offices, and BP2MI) to strengthen their village-based management systems, to build their understanding of national legislation (such as Law No. 18/2017), and to enhance gender-responsive labour migration services and referral mechanisms for women migrant workers and their families, including in cases of women migrant workers who experienced violence.

In **Cambodia**, through its partnership with the Provincial Departments of Labour and Vocational Training in Siem Reap and in Kampong Thom, SAF trained 291 municipal, district and community leaders, and frontline service providers on migration-related regulations for safe employment, ethical recruitment and gender-responsive services, and violence and harassment, enabling them organize community outreach sessions on safe migration. Trainings also covered legal documentation and processes for regular migration, fair and ethical recruitment practices, and the improvement of the provision of gender-responsive assistance and support services.



Similar knowledge-building efforts also took place in the **Lao People's Democratic Republic**, with more than 162 village leaders trained on safe migration, EAW and trafficking in persons. In **Myanmar** where many villages were closed to outsiders during COVID-19, SAF conducted trainings with 52 village and village tract administrators near the Loikaw MRC on safe migration, EAW and labour rights. These trainings enabled local government to reach out to women migrant workers and the community with safe migration information. In the **Philippines**, trainings for the Negros Occidental local government unit (LGU) and Provincial Committee on Migration and Development, for the Quezon City Migration and Development Committee, and for Tabaco City LGU officials contributed to strengthening the SAF-supported MRCs by building the capacity of 77 LGU officials on women's labour migration from the Philippines and gender-responsive frameworks for labour migration governance. LGU officials have an improved understanding of how to handle and monitor reported cases of abuse and violence against women, illegal recruitment and other labour violations, and how to document these cases more efficiently. SAF supported MRC staff to better understand the return and reintegration challenges experienced by migrant workers, and the way MRCs can support more effective and sustainable reintegration. They also learned about the gender dimensions of reintegration.

In **Viet Nam**, SAF supported 90 officials from three provincial governments to augment their ability to improve services and information provision to women migrant workers. They also developed a better understanding of SAF's work, which in turn enhanced their support for the work being done by SAF and programme implementing partners on the ground.

In **countries of destination**, SAF built the capacity of 1,472 government officials in **Brunei Darussalam, Malaysia, and Thailand** to improve the working and living conditions of women migrant workers.

One such area of work was **labour inspection**, because ending violence and harassment in the world of work requires the proper application of labour legislation and the fundamental principles and rights at work:

- In **Malaysia**, 54 labour inspectors were equipped with information and techniques to address forced labour, child labour, and gender-based discrimination, violence and harassment in the plantation, domestic work and manufacturing sectors⁴⁸. To ensure the long-term sustainability of this approach, one of the trainings 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* (which was developed by SAF and the ILO BRIDGE project- which is to be differentiated from the Philippines MMPTF funded BRIDGE project).
- In **Thailand**, SAF partnered with the Department of Labour Protection and Welfare (DLPW) and the Department of Employment to train 706 labour inspectors⁴⁹ on international labour standards, trafficking and forced labour, victim identification, labour inspection of domestic work, and violence and harassment. In addition, 104 DLPW-contracted interpreters were also trained using SAF's media-friendly glossary to apply proper terminology and interview techniques so that they can better support labour investigations related to women migrant workers who cannot speak Thai. The training of these interpreters represented the first of its kind in Thailand. The labour inspectors' trainings resulted in a pool of skilled and knowledgeable labour inspectors in Malaysia and Thailand. Challenges remain in

⁴⁸ In partnership with the ILO BRIDGE project.

⁴⁹ In 2021–22, SAF collaborated with the ILO's Ship to Shore Rights Southeast Asia (S2S) project to train 568 DLPW labour inspectors. The S2S project is also EU-funded.



sustaining the quality of interpretation, as the interpreters are contractual staff providing support to the MOL. This needs to be changed to secure more permanent translators.

- National-level efforts to improve labour inspection complemented regional knowledge-building on **labour inspection in the domestic work sector**; 44 representatives from government, employers' organizations and workers' organizations from across ASEAN unpacked the key concerns of migrant domestic workers, the mandate of labour inspectors, and the challenges that labour inspectors experience in the domestic work sector, together with an examination of good practices from different countries confirming ways labour inspections can be undertaken in domestic work sector.

Also in **Thailand**, where SAF and IOM provided shelter services to a group of Muslim Myanmar women migrants, the programme had the opportunity to develop the capacity of the Welfare Protection Centres for Victims of Trafficking in Nonthaburi, Ranong and Surat Thani to implement an "informed trauma care" approach to providing support to trafficked persons. In addition, 118 Thai officials received training in designing and providing psychosocial interventions for affected migrants, including needs assessments and referrals. In partnership with the Department of Skills Development (DSD), SAF trained 45 DSD trainers on green jobs, gender equality, social inclusion and VAW in the world of work. DSD trainers also learned how employers should respond to sexual harassment. The DSD trainers support skilling of workers in the construction sector, and therefore an improvement in knowledge and attitude among trainers would be an asset to women workers, including women migrant workers.

Improving sex-disaggregated labour migration statistics

Sex-disaggregated international labour migration statistics (ILMS) are a key source of information for evidence-based labour migration policy design and implementation. Every year, ASEAN Member States contribute national-level ILMS data to the ILOSTAT database. To improve the collection, submission and use of sex-disaggregated labour migration data, SAF supported national-level capacity-building on ILMS in seven ASEAN countries. Through individual trainings in **Brunei Darussalam, Cambodia, Indonesia, Lao People's Democratic Republic, Myanmar, the Philippines and Viet Nam**, SAF built the capacity of over 410 government officials and statisticians on aligning national definitions and methodologies with international ILMS standards and practices, and on the collection and use of administrative data to develop better analysis of national and migrant workers leaving and/or entering the country. Officials from national statistics offices and from across various ministries and departments who do not always coordinate (for instance departments and/or ministries of Immigration, Women, Labour and Statistics) were able to delve deep into their country's data gaps and challenges and identify multiple concrete ways to either include more data or to increase data collection and analysis. The country-level meetings allowed for the ILO to provide technical advice and to gather lessons learned to share with other countries. The ILO's biggest aim, however, was to raise the visibility of women in labour migration statistics – both in the collection of data and in gender-responsive data analysis.

As a result of these capacity-building efforts through several workshops over the years, in most countries one or more additional sources of data (such as entry/exit forms at airports) were identified, and stakeholders strategized ways to ensure that administrative data fed into labour migration statistics nationally. The workshop in **Brunei Darussalam** was the first ever ILMS-related training held in the country, and the Department of Economic Planning and Statistics used their new capacity to develop a detailed plan for coordinating their collection and submission of ILMS data. In the **Philippines**, stakeholders agreed to develop Communities of Practice to bridge labour migration statistics with VAW data, bringing VAW data stakeholders to the table to look at where the sets of data complement each other. In **Viet Nam**, the ILMS training continued SAF's cooperation with the General Statistics Office to



improve the collection of sex-disaggregated labour migration data in the country. The ILMS trainings in Viet Nam complemented the technical support provided by SAF, which led the General Statistics Office (GSO) to produce two reports – *Data Gaps in International Labour Migration Statistics in Viet Nam (2022)* and *Measuring Sustainable Development Goal Indicator 10.7.1 on Recruitment Costs of Vietnamese Workers Overseas (2021)* – which will be used to improve evidence-based policymaking in the country.

In **Indonesia**, ILMS trainings for statisticians and government agencies complemented the country's efforts to introduce its One Data for Migration Statistics platform, which gathers migration data from an array of ministries and government departments. To ensure alignment between the One Data information collection and Indonesia's ILMS submissions, SAF and BPS developed a guideline "One Data Indonesia on International Migration (SDMI) and International Labour Migration Statistics Guidance Note: Submission of International Labour Migration Statistics by Different Ministries", which was used to train government officials on the One Data platform.

At the regional level, SAF advocated for the collection and use of sex-disaggregated ILMS data with the ILMS focal points of the ten ASEAN Member States. One of the briefs produced by the programme was "Making Women Migrant Workers Count: Sex Disaggregation of Labour Migration Statistics in ASEAN", which SAF disseminated at the annual technical regional meetings of the ASEAN ILMS focal points. The annual technical regional meeting of focal specialists on ILMS in ASEAN is supported by the ILO TRIANGLE in ASEAN programme; SAF participated in these regional meetings, making presentations on the importance of sex disaggregated data, gender analysis and supported capacity-building requests that emerged thereafter.

SAF also supported the certification of government, employers' and workers' organizations, and civil society actors on labour migration topics through its collaboration with the ILO's International Training Centre (ITC-ILO). The ITC-ILO has been at the forefront of learning and training since 1964. As part of the ILO, it is dedicated to achieving decent work while exploring the frontiers of the future of work. Training initiatives aim to not only build capacity but to identify ways trainees can use the gained knowledge in their work and contribute to institutional capacity-development. SAF supported the ASEAN stakeholders to join certified trainings on:

- Fair and Ethical Recruitment
- Measuring & Analyzing Labour Migration
- Social and Professional Reintegration of Returning Migrants
- Training of Trainer to Enhance Foreign Services Officer and Labour Attache (Indonesia)
- Communicating on Labour Migration and Mobility
- Extending Social Protection to Migrant Workers, Refugees and Their Families

The ITC-ILO trainings combine both theory and practical knowledge and equip training participants with skills to design and implement labour migration initiatives that are in keeping with best practices and standards; by sponsoring participation in these trainings, SAF built the capacity of labour migration actors in ASEAN to strengthen labour migration governance.

Building the capacity of employers' organizations and the private sector

SAF actively engaged with employers' organizations in ASEAN as part of its efforts to improve the working conditions of women migrant workers. This included building the capacity of 1,003 employers in **Indonesia**, **Malaysia**, the **Philippines**, **Thailand**, and **Viet Nam** to address the concerns of women migrant workers.



At the **regional level**, the ASEAN Confederation of Employers (ACE), which has members in seven ASEAN countries, partnered with SAF to develop policy briefs that make a business case for preventing violence and harassment at work and that detail good practices in promoting women’s leadership and mainstreaming gender policies. These briefs were used to educate 14 employers from seven ASEAN countries on gender equality and 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. The training materials and the policy briefs were used to develop an employers’ toolkit on gender equality and elimination of violence and harassment at work.

This toolkit was adapted and translated by the Employers’ Confederation of Thailand (ECOT) into Thai and has been used by the ECOT (through its partnership with SAF) to train 123 representatives from Thai employers’ organizations who employ women migrant workers. By developing better awareness of the need to address discrimination and violence and harassment in the workplace and to adopt fair and responsible employment practices, employers were able to identify good practices and strategies to address violence and harassment at work, including addressing sexual harassment in the workplace. Following interest from Thai employers on the issue and to ensure that these trainings were sustainable, SAF supported the ECOT to develop a guide on violence and harassment for employers to address this issue in the workplace, especially in regard to women migrant workers. This guide adapts the ILO publication *Violence and Harassment in the World of Work: A Practical Guide for Employers’* for use in Thailand.

The ECOT also collaborated with SAF to identify issues and ways to improve the **housing conditions of migrant workers** in the agriculture and construction sectors in Chonburi and Rayong provinces, which included gender differentials among the challenges faced. The COVID-19 pandemic had shed light on the various risks that women migrant workers face in employer-provided accommodation. In addition to the risks of harassment, occupational diseases and accidents, the risks of communicable diseases (like COVID-19) have made it essential that employers have proper guidance to provide safe and decent accommodation for women and men migrant workers. The ECOT has developed a guide on *Adequate Housing for Migrant Workers in Thailand* for Thai employers in the construction and agricultural sectors through SAF support. The guide provides practical advice to employers to improve workers’ accommodation with a handy checklist for employers to follow. The ECOT guide draws upon the ILO Workers’ Housing Recommendation, 1961 (No. 115), and also follows the ILO’s 2022 regional study on migrant workers’ housing.

SAF’s support for the development of the ECOT housing guide included providing technical inputs and supporting consultations with employers in the agricultural and construction sectors. Further, 37 employers from the construction sector and 42 from the agricultural sector were trained on the laws and regulations in Thailand related to workers’ housing and ILO Recommendation No. 115. The consultations among the employers’ organizations, which took place at provincial level, not only served the purpose of discussing the guide, but also created a space for probably the first time to discuss the laws on accommodation for migrant workers in the two sectors, the actual conditions and realities of housing, and existing challenges and gaps. Provincial government authorities also joined the discussions and provided inputs on the existing law to make the recommendations in the guide even more practical.

Thailand and Cambodia have signed a Mutual Recognition Agreement to promote the recruitment and employment of Cambodian migrant workers in Thailand. Noting the gaps in mutual skills’ recognition frameworks across the two countries, which hinders the effective recruitment of middle-skilled migrant workers in Thailand, SAF, in collaboration with ECOT, engaged Thai employers in a dialogue to understand the need for skilled migrant labour in the construction sector, current industry practices on skilling, and standards for the recognition of prior skills. The discussions informed the ECOT’s advocacy with the Ministry of Labour in support of the need for labour mobility of middle-skilled workers and standardized skills development for migrant workers to address labour shortages in Thailand’s construction sector.



Through its work with the World Vision Foundation in Thailand (WVFT) to support women migrant workers in the construction sector, SAF trained 43 **construction subcontractors** from 11 implementing project areas⁵⁰ on ethical recruitment, labour law requirements for employers, and the protection of women and men migrant workers' rights. Sansiri is one of Thailand's largest real estate developers, and SAF worked with the company to improve migrant workers' work and living conditions on construction sites. Subcontractors and site managers were trained on:

- the importance of providing work contracts and salary pay slips;
- working hours, overtime and living arrangements for workers;
- social security provisions;
- ensuring that the children of migrant workers had their birth registration documents; and
- better understand and prevent violence against women on construction sites.

As a result of SAF's support, Sansiri and the WVFT signed an MOU to ensure that their subcontractors uphold ethical recruitment practices with regard to migrant workers and provide adequate labour rights protections. This partnership with the WVFT is a good example of public-private-CSO partnership and an example of good practice in engagement with the private sector. Following the successful partnership with Sansiri, the WVFT expanded its work to include Britannia Construction.

In **Malaysia**, SAF partnered with the Malaysian Employers Federation (MEF) to address violence and harassment in the world of work, especially against women migrant workers. SAF supported the MEF to develop company policy templates on addressing **violence and harassment, including sexual harassment, in the workplace**, and to create investigative guidelines for such complaints. The need for these tools was identified following a workshop on ILO Convention No. 190 concerning Malaysia's position on the Convention in the ILC. MEF recognized the need for tools that would benefit all their members, and the guidance that was developed supports Malaysian employers to address violence and harassment at an institutional level by reducing the time and costs for individual employers to develop such tools. SAF supported the uptake of these tools by training 330 employers across Malaysia on:

- international standards and national laws associated with violence and harassment;
- the use of the guidelines and policy templates; and
- ways to address sexual harassment in the workplace, with specific attention paid to women migrant workers.

Following the training, a survey was conducted with 240 employers, 99.5 per cent of whom recognized that employers are required to investigate all cases of sexual harassment at the workplace, and 94.6 per cent of participants acknowledged that employers have a duty to investigate all cases even if these occur in workers' dormitories or outside work hours.

With SAF's support, the MEF further developed investigative guidelines on addressing sexual harassment, workplace discrimination, and flexible work arrangements. In the development of these investigative guidelines and policy templates, SAF supported consultations and workshops with employers' organisations (members of MEF) in Selangor and Petaling Jaya to ensure that the final knowledge tools address the needs of employers in their efforts to address sexual harassment in the world of work.

⁵⁰ The 11 selected camps are situated in Bangkok, Pathum Thani, Samut Prakan and Samut Sakhon (10 are construction workers' camps and 1 is a precast factory site).



Given the central role that recruitment agencies play in the recruitment and migration process for most migrant workers, SAF has been working with government partners, employers and 1,133 recruitment agency representatives to improve the application of **fair recruitment standards** at the national level, this engagement was also intensified following the Mid-Term Evaluation recommendations:

- In **Indonesia**, SAF trained 41 representatives of recruitment agencies and overseas training centres on gender-responsive technical guidelines to implement Ministerial Decree No. 294/2020 and gender-responsive SOPs in delivering services for migrant workers (see Output 1.1). Recruiters learned about their duties under the law and how they could develop gender-responsive internal policies and codes of ethics for the implementation of the Decree.
- In the **Philippines**, together with the ILO's BRIDGE project, SAF supported the development of a national code of conduct for private recruitment agencies. To give effect to the code of conduct, 170 government agencies and private recruiters were trained on the ILO General Principles and Operational Guidelines for Fair Recruitment (especially on the principle of no recruitment fees being charged to migrant workers), so as to ensure the adoption of these international standards into existing recruitment practices. SAF also partnered with the POEA to educate 93 recruitment agencies and their associations on: (a) gender aspects of labour migration; (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 to better understand labour market conditions in specific countries of destination. The POEA has expressed interest in making the study sessions a regular series. Thus SAF piloted an initiative for further adoption by national stakeholders.
- SAF in the **Philippines** engaged with private sector companies by building their knowledge on women migrant workers' work conditions, risks and needs during the pandemic. These companies also learned the rights-based and gender-responsive frameworks that could guide pandemic response, recovery and reintegration strategies. Based on the discussions, CISCO, a leading telecommunication company, intended to develop a white paper on recommended private sector strategies in the post-COVID-19 reskilling and upskilling of OFWs. SAF also initiated 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.
- In **Viet Nam**, SAF collaborated with MOLISA to introduce 27 recruitment agencies to the ASEAN Guideline on Gender Mainstreaming into the Labour and Employment Practices. The training built the understanding of the recruitment agencies on how to mainstream gender concerns into their business practices. It also provided an opportunity to use a tool developed at regional level in the national context. SAF also collaborated with DOLAB (MOLISA) to organize three regional TOT training workshops to promote gender sensitive pre-departure orientation for representatives from 70 recruitment agencies which recruit a high number of women migrant workers.
- In **Malaysia**, SAF educated 150 representatives from employers' organizations and recruitment agencies working to establish a norm of "No-Fee Migration Recruitment" among employers and recruiters, as per the ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs. Utilizing the findings of a migration cost survey of Indonesian and Filipina domestic workers in Malaysia and Indonesian plantation workers in Malaysia (see Output 3.1), the discussions focused on how fair recruitment practices can help prevent human trafficking and forced labour.



- **A cross-border dialogue** among private recruitment agencies in Cambodia, Thailand and Malaysia was organized by the Association of Cambodian Recruitment Agencies (ACRA) in 2023. A total of **30** private recruitment agency representatives from these three countries engaged in the dialogue to improve their awareness and understanding of the intersecting issues of gender, labour migration and violence and harassment in the world of work.

Building the capacity of workers’ organizations to organize women migrant workers

Workers’ organizations play a crucial role in protecting and representing the rights of women migrant workers (see Output 1.3 for results on organizing by women migrant workers). Strengthening workers’ capacity to organize women migrant workers is key to ensuring that the latter’s rights at work are respected and protected. SAF began at the regional level by collaborating with the ILO’s Bureau for Workers’ Activities (ACTRAV) to develop a training manual specific to organizing women migrant workers. This followed a regional workshop which brought together various trade unions and CSOs to identify strategies and good practices in organizing women migrant workers (in 2018). The manual, titled *Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN* (see Output 3.1), benefitted from inputs from trade unionists via knowledge-building sessions on women’s labour migration issues, and once published, the manual contributed to capacity-building trainings of trade unions and workers’ organizations at the national level as well at the regional level (through the ATUC as mentioned below). The manual contributes to both the regional and global knowledge pool on organizing women migrant workers and their issues, and is meant primarily for trade unions and organizers. The manual has been translated into local languages to expand its outreach.

Working in collaboration with the ASEAN Trade Union Council (ATUC) and ILO ACTRAV, SAF improved the knowledge of 40 trade union representatives from nine **ASEAN** countries (**Cambodia, Indonesia, the Lao People’s Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam**) on the needs and concerns of women migrant workers (especially migrant domestic workers and the challenges women experience in their labour migration journeys). The focus of these efforts was on the importance of adopting different strategies to organize women migrant workers so that they have access to the support of workers’ organizations, as well as understanding the needs of women migrant survivors of violence. Using the Manual (noted above), SAF supported a follow-up training for over 20 field-level organizers from ATUC affiliates to build their capacity on gender equality and violence and harassment in the world of work and to apply different techniques in organizing women migrant workers.

The COVID-19 pandemic highlighted challenges faced by care givers and healthcare workers, including violence and harassment. SAF, together with ILO’s ACTRAV and GEDI branches, partnered with Public Services International - Asia Pacific (PSI-AP) to build the capacity of its affiliates to organize health workers in precarious employment (results are reported under Output 1.3) and to build their understanding on ILO Convention No. 190.

Eighteen trade union representatives across the region learned about the situation of private sector health workers and how to use the Nursing Personnel Convention, 1977 (No. 149), and the Violence and Harassment Convention, 2019 (No. 190), to support collective bargaining efforts. A follow-up training was held for 14 health sector trade unions in Asia⁵¹, which resulted in them developing organizing strategies to unionize the most precarious healthcare and social care workers in order to advance gender equality in healthcare and social care, as well creating trade union road maps for expansion and organizing. This is

⁵¹ The trade unions came from the following countries: India, Thailand, Nepal, Indonesia, Malaysia, the Maldives, Mongolia, Pakistan and the Philippines. SAF supported the unions in Indonesia, Malaysia and the Philippines.



important because many women migrant workers are involved in nursing and care work, and as migrant workers they can face restrictions in organizing. Despite nursing being a skilled occupational sector with coverage under formal labour protections, the risks of abuse and violence faced by women workers in the nursing sector can be considerable, especially if they were migrant workers during COVID-19, when health risks were high for frontline workers.

Apart from the regional initiatives listed above in which workers organization representatives were brought together on issues of common concern, SAF also adopted specific tailored initiatives at the national level.

SAF built the capacity of 3,262 leaders of workers' organizations and migrant workers' associations and networks in **Indonesia, Malaysia, Myanmar** and the **Philippines** on international and national labour standards, fair migration and recruitment, gender-responsiveness, and gender/EVAW issues, as well as their linkages to labour migration, in addition to providing capacity-building on organizing strategies, leadership building, networking and advocacy (SAF's work with migrant domestic workers is reported below). Some examples include:

- In **Indonesia** SAF provided trainings to workers' organizations and social partners on Convention No. 190, including on VAW service provision, such as "16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence" in the Indonesia workshop on "Violence and Harassment in the World of Work (Convention No. 190)". This included 100 participants from labour unions, NGOs and placement agency associations who received training to understand ways to improve services to women migrant workers. In another initiative, four major Indonesian trade union confederations had their capacity developed in relation to gender concerns in labour migration, EVAW and gender equality, and gender analysis of Law No. 18/17.
- In the **Philippines**, together with SENTRO and the NAGKAISA Labor Coalition, SAF trained 41 leaders and representatives from trade unions, migrant associations and domestic workers' groups on the gendered nature of labour migration. Some of the trainings focused on Convention No. 190, improving the understanding of workers' organizations on the importance of freedom from violence and harassment for workers and migrants, and on how Convention No. 190 and national laws can help in this regard, as well as on what needs to be done in order for the Philippines to ratify Convention No. 190. Such capacity-building sessions were part of SAF's broader efforts to get tripartite support for the ratification of Convention No. 190 (see Output 1.1). At the end of SAF's programming, the Philippines has become the first country in Asia to ratify the Convention.
- SAF also organized **cross-border** knowledge exchanges for trade unions, service providers and other social partners in countries of origin and destination. Such efforts resulted in improved knowledge about working and living conditions in countries of destination, new rules and policy frameworks about women's labour migration in different countries, and strengthened cross-border coordination to support women migrant workers across 11 migration corridors (see Output 1.3):
 - Cambodia–Malaysia
 - Indonesia–Malaysia
 - Indonesia–Hong Kong, China
 - Indonesia–Singapore
 - Myanmar–Malaysia
 - Myanmar–Singapore
 - Myanmar–Thailand
 - Philippines–Malaysia
 - Philippines–Singapore



- Philippines–Hong Kong (China)/Macao (China)
- Philippines–Kuwait
- Cross-regional engagement of four workers’ organizations in ASEAN with African and Latin American counterparts to discuss regional strategies and learnings for organizing women migrant workers, especially migrant domestic workers.

Trade unions such as the MTUC, LFTU, KSBSI, SBMI, CTUM, SERC also received trainings to improve their capacity to assist women migrant workers and to provide gender-responsive information and services to women migrant workers (see section under Output 2.2 below on building the capacity of service providers).

Strengthening women migrant workers’ leadership

Women migrant workers in the region are disproportionately represented in lower-paid service sector jobs (such as domestic work) with heightened risks of violence and harassment, yet have limited labour and social protections, and their contributions to the ASEAN’s regional development are not well recognized. Through partnerships with migrant domestic workers’ groups and civil society partners, SAF sought to ensure women migrant domestic workers’ voices are heard in policy design and programming (see Outputs 1.3 and 1.1 for women migrant workers’ organizing and advocacy efforts, respectively).

- **Leaders in hard-to-reach communities: Migrant domestic workers in Malaysia and Singapore**

Through its partnership with the International Domestic Workers’ Federation (IDWF), SAF trained **740** Indonesian and Filipina migrant domestic workers’ leaders in **Malaysia** and **Singapore** on a range of policy, leadership and organizing issues:

- SAF developed the capacity of 25 leaders from SERANTAU, NGAPAK and PAWON to analyse the value of domestic work and understand its social, economic, political and gendered contexts. This training fed critically into SAF’s aims to change negative social norms which are often root causes of violence against women and the trafficking of women migrant workers. Negative norms influence domestic workers’ own thinking and self-perception, and by encouraging their members to re-evaluate their value and status, migrant domestic workers’ groups can strengthen their confidence and ability to organize and bargain for better conditions.
- SAF trained 170 leaders, field organizers and representatives of migrant domestic workers’ organizations such as SERANTAU, PERTIMIG, AMMPO and IPPMI on organizational skills – such as strategic planning, case management, advocacy planning, organizational leadership skills, maintaining membership lists, and the use of digital tools to engage both with the public and their own peers.
- Migrant domestic workers – due to the nature of their occupation – can be a hard-to-reach group for duty-bearers. For this reason, peer leaders have better scope to network and engage with other migrant domestic workers. SAF built the leadership skills of 207 migrant domestic workers in **Singapore** and **Malaysia** to conduct advocacy, outreach and organizing in migrant communities to provide better support to other migrant domestic workers, especially in the context of the challenges experienced by migrant domestic workers during the COVID-19 pandemic. These kinds of training improved migrant domestic workers’ groups (such as PERTIMIG) to recruit new members and organize them.
- To support migrant domestic workers’ self-advocacy efforts, SAF trained 38 (migrant domestic worker) leaders in **Indonesia**, **Malaysia**, **the Philippines** and **Singapore** on the ILO Domestic Workers Convention, 2011 (No. 189), the ILO Violence and Harassment Convention, 2019 (No. 190),



and how the provisions of these Conventions could be used to improve their working and living conditions. In Malaysia where the Government initiated labour law reform, SAF and IDWF ensured that 74 migrant domestic workers and their leaders understood the implications of the proposed reforms to the Trade Unions Act, especially in regard to the proposal to exclude migrant workers from holding officer positions in trade unions.

As a result of such trainings:

1. migrant domestic worker leaders of these organizations have developed strategy plans for outreach, organizing and capacity-building of members, and policy advocacy;
2. PERTIMIG and AMMPO were active in advocating for changes to the labour laws through the Ke-arah 19 coalition (see Output 1.1);
3. PERTIMIG leaders have provided assistance to migrant domestic workers in distress (see Output 1.4); and
4. PERTIMIG improved its social media engagement and was featured on media platforms, including online news, podcasts and radio (see Output 3.3).

- **Migrant workers as agents-of-change in their community: Migrant health volunteers in Thailand**

In countries of destination, migrant workers are often wary of government authorities, for fear of discrimination, detention and/or deportation. Migrant workers also face language barriers when trying to access information and services in countries of destination. Migrant volunteers can play a crucial role to mitigate these challenges, provided they receive proper training as well as support from local stakeholders, such as the provincial health mechanisms, to guide and assist them.

Starting in 2021, SAF and its civil society partners (Raks Thai Foundation and World Vision Foundation Thailand) and government partners (Ministry of Public Health, Ministry of Social Development and Human Security, and Ministry of Labour) built the capacity of migrant volunteers on labour rights, work safety measures, public health information, and COVID-19 safety information so that:

- They were able to impart trainings on these topics to their peer groups; thus making migrant workers aware of important issues in a manner (and in a language) that is accessible to them.
- Migrant volunteers became resource points on referral information, and acted as liaisons between public health authorities and migrant worker communities.

More than 400 women and men migrant workers were trained as migrant volunteers. The trained migrant volunteers have become a trusted source of information in their communities, as they could disseminate and communicate information in the local language of those communities. Through their outreach efforts, they contributed to prevention and protection of migrant communities from further spread of COVID-19, supported health officials in distributing information and PPE materials, and provided referral support to other migrant workers who needed health assistance, especially during the COVID-19 lockdowns, when migrant workers were completely cut off from external support. Migrant volunteers have become focal points in the community – providing information and consultations to their peers on labour rights, complaint mechanisms, access to services, visa regulations, reproductive health, gender-based violence and human trafficking. Migrant volunteers have fostered trust between migrant workers, the local authorities and MRCs. The trainings have allowed migrant workers to build their own capacity and leadership abilities, empowering them to take on more active roles in their community.

Building the capacity of service providers to provide gender-responsive information and services to women migrant workers



During the SAF programme cycle, SAF supported a total of 36 MRCs⁵² to provide safe migration information and support services directly to women migrant workers and their families (see Output 1.4). To enable service providers in providing gender-responsive services that respond to the needs of women migrant workers, SAF trained 3,268 MRC personnel, civil society, workers' organizations, and other service providers in **Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam**⁵³, as a result of which:

- Service providers developed a more robust understanding of gender norms and gender-based violence, violence against women, human trafficking, and its impact on women migrant workers. They learned rights-based and non-discriminatory approaches to the provision of gender-responsive services.
- Frontline personnel strengthened their ability to: (1) provide gender-responsive services to migrants who have experienced violence and/or trafficking; (2) make referrals in cases of violence; (3) provide legal aid and counselling support to women migrant workers in distress; (4) give pre-departure information; and (5) provide reintegration support (such as employment service consultations and psychosocial counselling) to migrant workers in countries of origin.
- Caseworkers and MRC personnel improved practical skills in data collection, case management and documentation, reporting and budget management. In Singapore, ten Filipina and Indonesian migrant volunteers increased their skills to run and effectively manage the HOME-operated migrant helpdesks, the first point of contact for many domestic workers in distress or experiencing violence.
- MRC coordinators were able to use online tools and impactful storytelling techniques to highlight the voices of women migrant workers in their community awareness-raising efforts and messaging. In the Lao People's Democratic Republic, six MRC staff in Savannakhet learned how to produce their own radio programmes (from scriptwriting to broadcasting) to raise public awareness on safe migration and MRC services.
- During the COVID-19 lockdown, service providers in Malaysia and Singapore were able to use online tools and platforms to support remote case management, as well as making virtual gatherings more engaging and interactive for women migrant workers.

In Indonesia, where the integrated MRC-LTSA approach was being piloted, SAF also built the capacity of service providers to improve coordination and cross-sectoral collaboration among MRCs, workers' organizations, EAW service providers, and duty bearers and other stakeholders, including ways to strengthen the role of the village authorities in implementing article 42 of Law No. 18/2017 on the Protection of Indonesia Migrant Workers. As a result of their strengthened capacity, MRCs in Indonesia became active in proposing and drafting village-level regulations for the protection of migrant workers, in accordance with Law No. 18/2017, and successfully advocated for the inclusion of women migrant workers in the tripartite plus mechanisms in their villages (see Output 1.1).

Operating manuals for MRCs

In **Indonesia**, SAF supported the development of a Training Manual for MRCs to ensure the quality of the Government's frontline services for women migrant workers is rights-based and in line with international labour and EAW standards. The manual includes guidelines on topics such as safe migration, violence

⁵² This includes the four government-established Labour Exchange Offices (LEOs) in Myanmar until 2021.

⁵³ SAF-supported trainings and capacity-development responded to the self-identified needs of MRCs and service providers in each programming country, so not all trainings topics were necessarily provided to all service providers. For example, the trainings on impactful storytelling and radio programming were provided only to service providers in the Lao People's Democratic Republic, as this was a specific request made by the Laotian service providers to improve their community outreach work.



against women, prevention of trafficking, labour rights and gender equality, and adapts the existing regional manual to the local context.

In **the Philippines**, in collaboration with the ILO BRIDGE programme and the Centre for Migration Advocacy (CMA), SAF supported the Quezon City MRC to build its capacity on case and database management for the MRC helpdesks, as well as on sustainable return and reintegration of migrant workers. A manual to guide MRC operations, and that is specific to the situation in the Philippines, has been prepared in consultation with the MRCs themselves.

SOGIE training manual for service providers – In 2020–22, SAF partnered with Edge Effect, the ASEAN SOGIE Caucus and the Migrant Forum in Asia to undertake research on the experiences of migrant workers with diverse SOGIESC in South-East Asia. This led to a report titled *“A Very Beautiful but Heavy Jacket”: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South-East Asia (2022)*, which explored the experiences of 147 migrant workers with diverse SOGIESC as they engaged in labour migration from countries of origin such as Cambodia, the Philippines, and Viet Nam to work in countries of destination in South-East Asia (especially Thailand), East Asia and beyond. The study found that existing MRC policies and programmes are not yet sufficient to address the rights, needs and strengths of migrant workers with diverse SOGIESC, and that there is a need to develop MRCs’ ability to provide relevant information and services that cater to the specific realities and needs of these workers.

Drawing upon the findings following further consultations with stakeholders, SAF developed a training manual to enhance understanding of SOGIESC diversity among MRCs, service providers, NGOs and other organizations providing information or services to migrant workers. This manual adopts interactive training and knowledge sharing methodologies and provides knowledge, tools and techniques to enable organizations working with migrant workers to better assist those who are also people with diverse SOGIESC. The manual was pre-tested in the Philippines with eight MRC staff and service providers. None of the participants had had any gender-diversity training prior to this, and they welcomed the training manual both as a way to build their own understanding on the topic of SOGIESC and also their capacity to provide gender-responsive services to all migrant workers.

Strengthening regional and cross-border knowledge and coordination on women’s labour migration in ASEAN

At the regional level, SAF supported the ASEAN Committee on the Implementation of the Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW) to develop a more nuanced understanding of the concerns of women migrant workers, so as to better promote their rights and take action to address violence and harassment in the workplace. Specifically, under the ASEAN Consensus Action Plan 2018–25, and with respect to the ACMW 2021–2025 Action Plan, SAF supported the following initiatives:

- Regionwide researches on the working conditions of women migrant workers, focusing on migrant domestic workers’ contracts (research on migrant worker rights based on standard employment contracts, led by Indonesia’s Ministry of Manpower) and the extent to which ASEAN Member States protect the rights of women migrant workers in their national laws and policies (strengthening concerns of women migrant workers in the laws and policies of ASEAN Member States, led by Viet Nam’s MOLISA). As the ownership of these studies lies with the ASEAN Secretariat, SAF worked closely with the ASEAN Secretariat, and when requested, provided support to the researchers, gave technical inputs, and supported the consultations on, review of and launch of the two studies.



- To support regional efforts to improve women’s labour migration experiences, SAF supported the development of audio-visual products for the Public Campaign on Safe and Fair Migration in ASEAN to equip prospective and current migrant workers with reliable and comprehensive information to help them prepare better for migration and safeguard against exploitation. For more effective outreach, these materials have been made available in English with Khmer, Bahasa Indonesia, Laotian, Myanmar language, Tagalog, Thai and Vietnamese subtitles. This ASEAN initiative was jointly led by the Department of Migrant Workers and the Department of Labor and Employment of the Philippines.
- SAF also contributed to the ASEAN–EU Dialogue on Safe and Fair Labour Migration and the launch of awareness-raising campaign videos for the ASEAN Safe and Fair Migration Campaign, which brought together over 70 policymakers and practitioners from government, civil society and international organizations to discuss ways to better protect the rights of 7.1 million (at that time) ASEAN migrants in the region, ensuring their valuable contribution to sustainable economic development. The 2nd ASEAN–EU Dialogue on Safe and Fair Labour Migration and the launch of awareness-raising campaign videos for the ASEAN Safe and Fair Migration Campaign were part of an ASEAN Senior Labour Officials’ Workshop on the Mid-Term Review and Strategic Planning of the ASEAN Labour Ministers’ Five-Year Work Programme 2021–2025.
- SAF supported an ASEAN-level workshop on strengthening labour investigation of trafficking in persons for forced labour. The workshop was led by the Lao People’s Democratic Republic under the ACMW Action Plan 2018–2025 to implement the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers. Recognizing that labour inspectors, recruitment agency regulators and anti-trafficking police have a shared responsibility and complementary roles in remedying violations of workers’ rights, the 62 representatives from key ASEAN sectoral bodies⁵⁴ that participated in the workshop sought to: (1) strengthen information-sharing and cross-border cooperation on such cases; (2) review legal frameworks to ensure migrant workers’ timely access to remedies, including compensation and payment of unpaid wages; (3) enable and facilitate referral mechanisms; and (4) identify proactive interventions beyond enforcement that could help address the underlying systemic causes of trafficking and forced labour. This initiative was strategic in strengthening cooperation among various ASEAN sectoral bodies.

To improve women’s experiences across the labour migration cycle, SAF supported **cross-border knowledge-building interventions**, such as:

- Two multi-country dialogues on the delivery of gender-responsive services and referrals for women migrant workers were organized for with 97 stakeholders from governments, employers’ organizations and workers’ organizations, as well as CSOs and grassroots community organizations and service providers in **Malaysia** and **Thailand** and in countries of origin – including **Cambodia**, **Indonesia**, the **Lao People’s Democratic Republic**, and the **Philippines** – to share knowledge, experiences, good practices and lessons learned in delivering services to women and men migrant workers and their families through the MRCs. During the dialogue, participants identified opportunities and challenges in cross-border cooperation, service delivery and referral, as well as areas for future collaboration.
- Cross-border training for 55 government skills trainers from **Thailand** and 2 MOLSW officials and 8 trade union skills trainers from the **Lao People’s Democratic Republic** to improve gender-

⁵⁴ The participants represented the ACMW, Senior Officials Meeting on Transnational Crime (SOMTC), ASEAN Inter-Governmental Commission on Human Rights (AICHR), ASEAN Senior Law Officials Meeting (ASLOM), Senior Officials Meeting on Social Welfare and Development (SOMSWD), and the ACWC.



responsive skills development. These trainers were capacitated to facilitate women migrant workers' access to skills and vocational training in a more rights-based manner.

- In the **Philippines**, SAF, in coordination with the ILO BRIDGE programme, assisted the Quezon City MRC to launch a series of mentoring sessions on “**Cross Border Capacity-Building on Reintegration**” targeting government agencies, including the Department of Migrant Workers and OWWA, as well as the Filipino communities in Saudi Arabia, Bahrain, Qatar and Kuwait. The sessions served to improve service provision for the reintegration of OFWs by ensuring that government agencies learned more about gender-responsive reintegration and the common challenges that women migrant workers experience in this regard.
- In **Indonesia**, 39 representatives from trade union confederations (KSBSI, KSPSI ATUC, KSPI, KSPSI), the Women’s Crisis Center, and migrant worker associations in destination countries exchanged experiences and strategies to strengthen the role of Indonesian trade union confederations and migrant worker associations in organizing women migrant workers and delivering gender-responsive support services in countries of destination. The training applied the SAF trade union manual *Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN*. The participants from both countries of origin and destination developed a joint action to establish cross-border cooperation and networks to provide gender-responsive support services and to organize women migrant workers (see also Output 1.3 for cross-border coordination between workers’ organizations).
- Building on its research into the labour migration experiences of migrant workers with diverse sexual orientation, gender identity and expression (SOGIE), SAF brought together 31 resource persons, experts and stakeholders from ASEAN countries to develop better insights on the needs of migrant workers with diverse SOGIE. In discussing the challenges of ensuring that service provision for migrant workers is truly gender-responsive – and not just gender binary – the participants identified certain recommendations that fed back into the final study. One of these was to build the capacity of service providers on improved support to migrant workers with diverse SOGIE. To this effect, SAF developed a training manual on this subject, which has been pre-tested in the Philippines (see above).
- To complement its national-level work to improve gender-responsive labour inspection (see above), SAF organized a knowledge-building session on labour inspection in the context of the domestic work sector to address the importance of labour inspection in that sector from the perspective of governments, employers’ organizations and workers’ organizations. The discussions with 44 participants (who came from all ten ASEAN countries) covered statistics on domestic workers in the region, the key concerns of migrant domestic workers, the mandate of labour inspectors, and the challenges that labour inspectors experience in the domestic work sector, together with an examination of good practices from different countries.
- SAF supported **regional knowledge-building initiatives on fair and ethical recruitment** in coordination with other ILO labour migration programmes⁵⁵ and specialists. Following the research “Achieving Fair and Ethical Recruitment: Improving Regulation and Enforcement”, 40 government officials and 4 recruiters from Bangladesh, **Cambodia**, **Indonesia**, the **Lao People’s Democratic Republic**, **Malaysia**, the **Philippines**, **Thailand** and **Viet Nam** built their understanding of the ILO’s General Guidelines and Operational Principles for Fair Recruitment; learned good practices on enforcing regulations and monitoring compliance; and developed a better understanding of the responsibilities of recruitment agencies, what constitute acceptable recruitment fees, what actions

⁵⁵ Namely the ILO BRIDGE project, TRIANGLE in ASEAN, and Ship to Shore Rights Southeast Asia programmes.



are prohibited, what sanctions can be imposed and what complaints mechanisms can be adopted. The discussions from the training informed the development of the *Regional Operational Guidelines on Fair and Ethical Recruitment in ASEAN: Improving Regulation and Enforcement – A Resource for Regulators*⁵⁶. The regional operational guidelines are significant, as they provide specific and practical support to regulators in ASEAN Member States on how to improve fair and ethical recruitment processes in their countries.

- Digitalization of recruitment and emigration processes has the potential to enhance transparency and reduce migration costs and transaction time. This will benefit not just labour migration governance, but also migrant workers themselves. In partnership with the Philippines, SAF organized a regional knowledge-building workshop to identify good practices, gaps and challenges, and provide recommendations to improve the digitalization policies and processes involved in the recruitment and emigration management of departing migrant workers, as applicable to other countries of origin in the ASEAN region.

Transfer of knowledge and technical skills: leveraging the multiplier effects of training for trainers

Building the capacity of grassroots and community-level service providers who can provide improved safe migration information and services to women migrant workers and their families was an important aspect of SAF's sustainability efforts. SAF engaged in training-of-trainers to ensure that, in the long term, civil society and workers' organizations can be self-reliant and use their own technical knowledge to support women migrant workers and their own communities.

SAF partnered with the NGO Atikha to build the capacity of 154 personnel from 20 frontline service providers in **Cambodia, Malaysia, Indonesia, the Philippines**, Viet Nam and **Singapore** on financial literacy, who can in turn impart financial literacy trainings to women migrant workers and their families. As a result of these trainings-of-trainers:

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

A similar intervention took place in the **Lao People's Democratic Republic**, where through its partnership with Care International, SAF trained 19 Lao Federation of Trade Unions (LFTU) MRC staff and CSO partners on how to conduct skills' trainings for women migrant workers and other community members on entrepreneurship, financial literacy and financial management. Through these trainings, the MRCs have been equipped with the know-how to set up Village Saving and Loans Associations (VSLAs) for both returnee women migrant workers and potential migrant workers in Savannakhet and Champasak provinces. The MRC staff should be able to provide trainings to VSLA members on financial literacy and savings tools, without relying on technical support from SAF. So far, 11 VSLAs have been established, with 303 members (see Output 1.4).

In **Indonesia**, SAF conducted a training-of-trainers for 24 organizers from trade union confederations, migrant worker associations, and women's crisis centres to build a pool of national trainers from trade unions and women's 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 organizers built

⁵⁶ In partnership with other ILO programmes and the ITC-ILO.



their capacity to lead training activities on gender-based violence, trade union roles, and organizing in Indonesia and Malaysia. Following this capacity-building, these trained organizers ran their own trainings for 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 women migrant workers. A similar approach was utilized in the **Philippines**, where SAF developed 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 women, on SAF migration. The new SAF trainers supported this particular training as co-facilitators.

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

- Over 800 community members learned about migrants' rights and compensation processes through more than 55 community outreach sessions.
- The caseworkers consulted on more than 48 cases involving compensation claims.

Training-of-trainers took on special significance in countries like **Myanmar** where the political crisis resulted in a lot of international development partners withdrawing from the country for their own safety and security. Consequently, communities seeking assistance could only approach local CSOs. SAF, together with other ILO migration projects in Myanmar, built the capacity of 20 civil society partners to provide direct services to migrant workers and their families in communities of origin (see Output 1.4). Personnel from nine CSOs and five independent Myanmar consultants were trained in migration policies and departure processes for key destination countries. The training gave them an increasingly rare space to interact with other CSOs, to build their networks and to jointly identify solutions to ensure potential migrant workers and their communities can continue to access information and services for safe migration. An additional 21 peer educators were also trained to provide mental health information and assistance in the community. Because many Myanmar workers leave the country to work in Thailand in the construction, manufacturing and agriculture sectors, SAF and other ILO projects in Myanmar conducted training-of-trainers for 51 social partners in the construction, garment production, and agricultural sectors in Myanmar in order to train departing migrant workers from these sectors in OSH practices and COVID-19 prevention and safety measures to help them protect themselves and minimize risks of injury and COVID-19 exposure in their new workplaces. Beyond learning how to communicate about OSH, the trainees also learned practical methods for training migrant workers.

Educating the media on women's labour migration

As part of SAF interventions to encourage gender-sensitive, non-sensational and migrant-friendly news reportage and to encourage the use of non-discriminatory terminology when reporting stories about migrant workers, SAF produced the *Media-friendly Glossary on Migration: Women Migrant Workers 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 to train 134 international journalists and



media practitioners, who learned about ethical reporting, the challenges experienced by women migrant workers in countries of destination, and the influence of the media to reinforce or counter negative perceptions of women migrant workers; these trainings utilized the *Media-friendly Glossary*.

The Glossary was also used in other SAF media trainings in the **Philippines**⁵⁷, **Indonesia**⁵⁸ and **Viet Nam**⁵⁹ to improve the understanding of 77 journalists on the issues and terminology surrounding women's labour migration and related violence against women migrant workers, 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 women migrant workers, including the risks of violence and exploitation they experience. SAF also trained 14 vloggers in **Indonesia** on issues pertinent to safe women's labour migration and worked to get their support in promoting social media messaging on safe women's labour migration. SAF also worked with the Asian Institute of Journalism and Communication to develop a course on communicating about labour migration in development communication schools.

Supporting the technical and vocational education and training of women migrant workers

Under its logical framework indicator 1.2.2, one of the component of SAF's programming was to contribute to 8 Technical and Vocational Education and Training (TVET) institutions and skills training centres to provide tailored skills training to women migrant workers in 4 countries.

With youth unemployment and underemployment in ASEAN countries of origin – compounded by patriarchal norms, job losses and unemployment caused by the COVID-19 pandemic – women often do not have opportunities for higher education or job skills development, leaving them with limited occupational choices in sectors that are poorly paid and have exploitative working conditions (such as domestic work, agriculture, construction, manufacturing and services). Technical and vocational skills can therefore support women migrant workers to access decent work. SAF initiatives provided women migrant workers – including survivors of violence and victims of trafficking – with alternative opportunities for employment (see Output 1.4), through **28 TVET institutions** in three countries (Cambodia, the Philippines, and Viet Nam).

In **Cambodia**, SAF supported the Cambodian Ministry of Tourism to develop an apprenticeship programme for Cambodian women migrant workers to develop skills and find employment in the tourism sector. SAF developed apprenticeship training manuals, specifically on food and beverages, food production, and housekeeping in keeping with the Common ASEAN Tourism Curriculum. The apprenticeship manuals' training materials also covered gender equality, safe migration and sexual harassment prevention guidance. The trainings were provided through five TVET institutions: PSE Institute for Vocational Training, Ecole d'Hotellerie et de Tourisme Paul Dubrule, Sala Bai Hotel and Restaurant School (Programme of the French NGO Agir pour le Cambodge), Feeding Dreams Cambodia Training Center, and EGBOK Mission. SAF also supported skills' trainings and recognition of prior skills for returning migrant workers in the construction sectors through four TVET institution: Industrial Technical Institute, the National Polytechnic Institute of Cambodia, the National Politechnic Institute of Angkor, and the Ecole d'Hotellerie et de Tourisme Paul Dubrule.

In the **Philippines**, SAF joined with the ILO Women in STEM Programme, the Technical Education Skills Development Authority (TESDA) of the National Capital Region, and the OWWA's National Reintegration Center for OFWs to create scholarships as well as a skills training, employment-preparedness and

⁵⁷ Training was provided in collaboration with the ILO's Ship to Shore Rights Southeast Asia programme, which is also EU-funded.

⁵⁸ The training programme was conducted by the ILO in partnership with the Alliance of Independent Journalists (AJI), Jakarta. The participating journalists were from national and local print, online, radio and television media.

⁵⁹ The training was organized jointly by the MOFA and ILO, with SAF involvement and support for the training.



reintegration support programme called **#WomenOFWsCanDoIt**. The skills' training and employment support was done in partnership with 18 TVET schools and targeted women migrant workers and their families. TVET courses included bread and pastry production, contact centre services, organic agriculture production, web development and web design. Successful completion of a course resulted in the graduate getting a TESDA National Certificate or a TESDA Training Certificate that could be used to apply for vocational jobs in the Philippines or abroad (see Outcome 1.4 for the number of women migrant workers who participated in this programme).

In **Viet Nam**, as a follow up to its successful efforts to mainstream gender into the National Vocational Training Strategy (2021–2030) (see Output 1.1), SAF collaborated with NIVET to roll out training courses on e-commerce entrepreneurship for women migrant workers in Lao Cai, Thanh Hoa, and Ha Tinh provinces. The training included basic understanding on e-commerce regulatory frameworks, practical tools for business management, and guidance on how to sell local products via e-platforms such as Facebook and Zalo. After the training, participants continue to receive technical advice and support from NIVET to incubate their e-business options. After the courses, in a 2022 survey, 37.6 per cent of participants have become active in undertaking e-commerce activities. According to all those who were tracked, the e-commerce training has expanded their employment opportunities and enhanced their incomes.

In addition, in **Indonesia**, SAF has sought to improve the working and living conditions provided to migrant workers in TVET training centres, so that women migrant workers can learn in an environment that is free from violence and harassment. Through the SOP for Overseas Technical and Vocational Education Training Center on Services Delivery and Protection of Indonesia Migrant Worker for the Placement during the Adaptation to the New Habit (new normal period), TVET centres have to ensure that OSH principles are followed in the training sites. A monitoring tool that can be used by labour inspections in the TVET institutions is also in the process of being adopted.

Development of training tools

Under Objective 1.2, SAF has developed several tools that provide sustainable capacity and knowledge building on gender-sensitive labour migration policies and practices. Some of these have been mentioned above; other examples include the following (see also Output 3.1 for the full list of knowledge products and training materials):

- In **Indonesia**, SAF worked with the Migrant Workers Network (JBM) to develop gender-responsive guidelines for labour attachés, and another set of guidelines for trade unions, on their roles and responsibilities related to the implementation of Law No. 18/17.
- In **Indonesia**, SAF and BPS developed the “One Data Indonesia on International Migration (SDMI) and International Labour Migration Statistics Guidance Note: Submission of International Labour Migration Statistics by Different Ministries” to ensure alignment of the Government’s migration data platform with the ILO’s ILMS database.
- In **Myanmar**, in 2019–20, SAF supported the Myanmar Overseas Employment Agency Federation to develop a module on “Safe and Healthy Migration” to be used at the pre-departure orientations for migrant workers leaving Myanmar. SAF conducted two sets of pilot training with 42 women migrant workers to test the manual and to assess the level of knowledge of women going to Japan.
- Partnering with the **Cambodian Ministry of Tourism**, SAF developed an apprenticeship manual (set of 16 manuals) to support an apprenticeship programme for women migrant workers to find work in the tourism sector.



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

The rights of organizing and collective bargaining are fundamental labour rights; for migrant workers “[o]rganizing is an entry point to strengthen voice and representation, to negotiate and improve working conditions, and to prevent and respond to violence, exploitation and discrimination”.⁶⁰ For SAF, organizing includes both formal unionizing as well as informal associations and migrant worker networking, since the social and legal contexts for trade union formation and membership for migrant workers vary in different countries. Women migrant workers in ASEAN can face additional obstacles when it comes to organizing due to the nature of their occupations (such as domestic work). At the time of the programme’s inception, SAF’s target was set at 5,000 women migrant workers to join trade unions or be networked into migrant worker associations.

Through its partnerships with workers’ organizations and migrant worker associations, SAF has supported women migrant workers’ organizing efforts across the ASEAN region, with **9,246** women migrant workers having joined unions or migrant worker associations in Indonesia, Lao People’s Republic, Malaysia, the Philippines, and Singapore.⁶¹

SAF supported the establishment of women migrant workers’ organizations, some of which included:

- five local trade unions and 14 trade union-supported local associations for returnee women migrant workers in **Indonesia**;
- three trade union-supported migrant worker networks in **the Lao People’s Democratic Republic**;
- the establishment of PERTIMIG, a migrant domestic worker network in **Malaysia**;
- the establishment of PINAY, a transnational union for Filipino domestic and care workers in the **Philippines**; and
- the establishment of IPPMI, a workers’ group for Indonesian migrant domestic workers, and the platform Suara Kita for Indonesian migrant domestic workers to network in **Singapore**.

At the regional level, SAF partnered with the ASEAN Trade Union Council (ATUC) to utilize SAF’s *Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN* toolkit to strengthen the capacity of the ATUC and its affiliated organizations to organize women migrant workers (capacity-building of ATUC affiliates has been reported under Output 1.2). SAF also entered into a partnership with Public Service International (PSI), which is one of eight global union federations affiliating with the International Trade Union Confederation (ITUC). PSI Asia Pacific (PSI-AP) represents public sector trade unions, including in health and social services, across Asia and the Pacific. This joint partnership resulted in the development of a regional organizing strategy for public sector trade unions that developed the capacity of women organizers from five national trade unions across Asia to organize precarious workers in the health and social care sectors (see Output 1.2). In the ASEAN region, as a result of the trainings, the Pharmaceutical and Health Workers Union Reformasi (FARKES R) in Indonesia unionized 460 healthcare workers in two hospitals in Jakarta, while Cambodia’s Independent Civil Servants Association (CICA) has begun the process of expanding organizing to the health sector (which it previously did not do).

SAF also partnered with the International Domestic Workers’ Federation (IDWF) to support the organizing of women migrant domestic workers across the region (see box below).

⁶⁰ ILO, *Organizing Women Migrant Workers: Manual for Trade Unionists* in ASEAN, 2021.

⁶¹ 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 women and girls’ sexuality and reproductivity.



Leave No One Behind: Organizing efforts of women migrant domestic workers

SAF worked with the IDWF to strengthen the organizing of women migrant domestic workers. Migrant domestic workers can be a hard-to-reach group, whose occupational status means that in many countries they are excluded from labour protections, including freedom of association.

In **Malaysia**, SAF and the IDWF initially supported Indonesian migrant domestic workers using community advocacy platforms to conduct outreach and organizing activities. As the group grew, these migrant domestic workers made the decision to establish PERTIMIG, a workers' organization for Indonesian migrant domestic workers. This was the second Indonesian migrant domestic workers' organization set up in Malaysia, after AMMPO. SAF and the IDWF have built the organizational capacity, leadership skills, outreach and advocacy capacity of both AMMPO and PERTIMIG to help build the long-term sustainability of these organizations (see Outputs 1.2 and 1.4). SAF also supported the registration and setting up of PERTIMIG's secretariat in Malaysia, as well as continuing to support its outreach work. As a result of such support, more than 176 migrant domestic workers have joined PERTIMIG and AMMPO. PERTIMIG was recognized as a good practice at the UN's International Migration Review Forum 2022. AMMPO meanwhile has expanded its reach, and is planning to target migrant domestic workers in three new migrant "hotspots" (Selangor, Petaling Jaya and Shah Alam).

Following the launch of the documentary "Rasa & Asa", which was filmed by PERTIMIG members on their handphones to tell the story of their lives during COVID-19, PERTIMIG has been using the documentary for advocacy and community awareness-raising on migrant domestic workers' rights (see Output 3.3). One such engagement was with employers – in 2023, following a screening, five PERTIMIG and AMMPO leaders and six women employers sat together and had an open conversation about migrant domestic workers' experiences and the situation in Malaysia.

In **Singapore**, SAF and the IDWF supported 13 Indonesian migrant domestic workers' groups to create a platform called Suara Kita for migrant domestic workers to lobby recruitment agencies and the Indonesian Government to improve policies and services for Indonesian migrant workers in Singapore. The Indonesian domestic workers group Ikatan Persaudaraan Pekerja Migran Indonesia (IPPMI) was established in 2021 by eight Indonesian domestic workers. Regular assistance was given to them through regular coordination and network building with other domestic worker groups, government bodies and other stakeholders. The establishment of IPPMI 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. IPPMI 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 IDWF support, IPPMI members are also building their leadership skills to organize and advocate with the Singapore Government for improving the conditions for women migrant workers.

In the **Philippines**, SAF supported the United Domestic Workers of the Philippines (UNITED), a registered workers' organization of domestic workers, to strengthen the organizing of domestic workers and to represent domestic workers in policy dialogues with government officials. At its third congress, UNITED reported that 490 women migrant workers had joined their membership. UNITED also took an active role in reviewing and giving feedback to the draft Quezon City Kasambahay Law, ensuring that migrant domestic workers' concerns and needs were adequately covered by the law.



In **Indonesia**, SAF partnered with two trade unions – SBMI and the Indonesia Trade Union Confederation for All Workers (Konfederasi Serikat Buruh Sejahtera Indonesia or KSBSI) – to operate MRCs. In addition to providing safe migration-related information and services to women migrant workers and their families, SBMI and KSBSI also engaged with women migrant workers on labour rights, organizing and women’s leadership, resulting in 608 women migrant workers joining local unions and setting up their own associations at the district level. Overall, 14 village-level migrant worker associations were set up in Cirebon and Blitar districts; out of these, five have been registered as formal labour unions under SEBUMI, which is a member of the KSBSI trade union coalition. Five local networks for women migrant workers were established in East Lampung and Cirebon districts. These associations and networks are guided by the trade unions in their organizing activities, and have been active in advocating for migrant-friendly policies at the local and national levels.

In addition, in Blitar and Tulungagung districts, 21 returnee women migrant workers also joined informal networks that had been established by the MRCs. The support networks enhance the protection of women migrant workers’ rights through the dissemination of relevant information, as well as providing a platform where they may be able to provide feedback to and/or engage with policymakers and service providers.

In the **Lao People’s Democratic Republic**, SAF supported the Lao Federation of Trade Unions (LFTU) to establish and manage MRCs in Savannakhet and Bokeo provinces (see Output 1.4) and to support the networking of potential and returnee women migrant workers. Three local networks were set up in Bokeo, Savannakhet and Vientiane to provide a platform for safe migration information-sharing, peer networking, and collective problem solving for women migrant workers. The networks give women a safe space to discuss the issues they experienced during their migration journeys, as well as an opportunity for dialogue and advocacy on migrants’ needs and concerns with the community, particularly with village authorities; 145 women migrant workers have joined these networks as of 2023.

In the **Philippines**, SAF worked closely with trade unions Sentro ng mga Nagkakaisa at Progresibong Manggagawa (SENTRO), the Labor Education and Research Network (LEARN), and UNITED for cross-border referrals and networking (reported below), and to build the capacity of 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 women migrant workers, as well as the international and national laws on gender-based violence and violence against women. The trade unions have also been active in advocating for the ratification of Convention No. 190 as part of SAF’s broader efforts to get tripartite support for the ratification of the Convention (see Output 1.1). In addition, SAF has supported the Talubo Tabaco Overseas Filipino Workers Federation, the Migrants Coordinating Group, and the OFW, Migrants and Families’ Credit Cooperative to network women migrant workers into migrant worker associations. Through these collective efforts, 6,555 women migrant workers have joined trade unions and migrant worker associations in the Philippines.

Cross-border cooperation between trade unions and migrant worker associations

Cross-border support is essential for migrant populations, and during its inception, SAF set a target to support **six** trade unions and migrant worker associations⁶² to implement cross-border activities to address safe and fair migration, labour exploitation and gender-based discrimination of women migrant workers. Between 2018 and 2023, SAF supported **15 workers’ organizations** across the region to find ways to extend transnational protections for women migrant workers.

⁶² As noted in its baseline, the number of organizations, not activities, is the focus for this indicator.



In **Indonesia**, SBMI and KSBSI coordinated with civil society and trade union counterparts, the Ministry of Foreign Affairs of Indonesia, and the Indonesian missions in selected countries/territories of destination⁶³ to provide referral services and organizing support and case management assistance to Indonesian migrant workers abroad. For example, in Hong Kong (China), KSBSI supported a migrant worker to seek compensation for the recruitment fee that was charged to her by the agency upon her arrival in the destination. KSBSI coordinated with a trade union based in Hong Kong (China) and with government authorities back in Indonesia to enforce a fine on the Indonesian recruitment agency that had violated the BP2MI regulation on the abolishment of placement fees. These trade unions also supported the safe repatriation of five Indonesian women migrant workers from Brunei Darussalam (1), Malaysia (2), Jordan (1) and Taiwan, China (1), in coordination with the relevant national authorities.

In the **Philippines**, trade unions (SENTRO and LEARN), with SAF support, carried out cross-border referrals and networking with five workers' organizations in Hong Kong (China), Kuwait, Macao (China), Malaysia and Singapore, 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.

Through its partnership with IDWF, SAF strengthened cross-border cooperation between migrant domestic workers' organizations in countries of destination and countries of origin. For example, during the pandemic leaders of PERTIMIG in **Malaysia** and Suara Kita in **Singapore** engaged in joint capacity-building on women migrant workers' leadership development and joint advocacy on a zero-cost labour migration policy to reduce debt burdens and risks of violence for women migrant workers. IPPMI in **Singapore** was supported to collaborate with five Indonesian migrant domestic workers' organizations on how to deliver effective messages on safe migration information to potential migrant domestic workers in **Indonesia**. Singapore is a popular destination for Indonesian migrant domestic workers, so the exchange between these organizations focused specifically on identifying the relevant information that Indonesian women should know before their departure.

A transnational union for Philippine migrant domestic and care workers

For migrant workers who find themselves facing adversity, obtaining timely assistance and advice in both countries of origin and destination is vital to their well-being. Trade unions often play a critical role in such situations, which is the reason why the establishment of the **Pinay Care Workers Transnational Federation** (PINAY) is a very significant development. PINAY consists of Filipino domestic and care workers in six countries of destination⁶⁴ and the Philippines. With SAF support, the process of setting up the transnational union began at the end of 2021 by SENTRO, in collaboration with LEARN, IDWF, LO-Norway and DGB-BW, aiming to overcome the practical and legal barriers that currently exist in many countries when it comes to organizing domestic workers. PINAY's leadership has reported that its membership stood at 1,100 in total, of whom 1,096 were women migrant domestic workers. This is significant for two reasons:

1. migrant domestic workers are often "an invisible workforce" who have found it hard to organize on account of their employment conditions; and
2. the transnational portability of trade union membership benefits is not common, as many countries of destination do not recognize the rights of migrant workers to organize.

⁶³ Namely, Hong Kong (China), Jordan, Iraq, Malaysia, Saudi Arabia and Taiwan (China).

⁶⁴ The countries/territories of destination are Malaysia; Hong Kong (China), Macao (China), Taiwan (China); Kuwait; Jordan; Bahrain; and Qatar.



And yet, PINAY has successfully linked members across both countries of origin and destination.

The support for cross-border networks, referrals and organizing was facilitated also through knowledge exchanges with trade unions, workers' affiliations, embassies in destination countries, and CSOs (see Output 1.2).

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.

To ensure women migrant workers have immediate access to information and services that can improve their labour migration outcomes, the SAF set a target to deliver authoritative information and individualized support services to an overall total of 50,000 women migrants *and* their family members. At the time of the programme's inception, MRCs were available only in six ASEAN countries, and SAF aimed to establish new MRCs "in and beyond the current six countries".⁶⁵

From 2018 to 2023, a total of **76,211** women migrant workers (out of **208,705** total migrants) and **7,564** family members of migrant workers were able to access information, training, and support services and legal assistance relating to labour rights, gender, violence and harassment, labour exploitation and trafficking in persons.⁶⁶ The programme achieved this through partnerships with government agencies, trade unions, and CSOs who operated the 36 SAF-supported MRCs in **Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam.**

For migrant women to access better jobs and move up the skills ladder, SAF set out to improve women migrant workers' access to skills and vocational training opportunities. Through its partnerships with 16 TVET institutions (see Output 1.2), SAF also supported **1,285** women migrant workers (out of a total of **1,661** migrant workers) and 40 family members to get recognition of their prior skills and/or develop technical and vocational skills that in turn improved their access to labour market opportunities.

Support services and legal assistance

While the scope of services provided by MRCs varied across locations – depending on the capacity, the specialization of the implementing partners, and the beneficiary needs identified by the MRCs – interventions included:

- disseminating information on labour rights, safe migration, and issues of labour exploitation, VAW, and trafficking in persons, including through individual and group sessions, training and public outreach and advocacy activities in the community and with duty-bearers;
- case management services, including counselling, legal aid, shelter, and referrals to EVAW and other service providers;
- conducting trainings to build the capacity of women migrant workers to be community leaders (see also Output 1.2);
- organizing women migrant workers and their families into trade unions, migrant associations and/or peer support networks (see Output 1.3);

⁶⁵ SAF Project Document, page 20.

⁶⁶ SAF 1.4.1 – Three results are per Spotlight Indicator 4.1.2.



- conducting skills' trainings to improve the livelihood opportunities for women migrant workers, including the provision of financial literacy classes and language lessons and supporting their enrollment into technical and vocational skills training programmes; and
- capacity-building trainings of MRC staff, frontline service providers and duty-bearers in local communities to enhance their understanding of issues related to gender equality and women's empowerment, labour migration, violence against women and trafficking in persons, in order to enhance their effectiveness at delivering services and to support enabling environments for the promotion and protection of the rights of migrant workers (see Output 1.2)

As per MRC records, the most commonly raised complaints from migrant workers pertained to withholding of wages, contract substitution, delays in deployment, withholding of identity documents, various forms of labour exploitation, violence and harassment, forced labour, and human trafficking. To address these concerns, SAF-supported MRCs provided counselling, shelter and medical services; assisted in case resolution and compensation claims (through both informal mediation as well as formal administrative and legal complaints); and provided referral services to other relevant authorities and service providers. From 2018 to 2023, a total of **9,492** women migrant workers (of **37,010** total migrants) received case management, legal and counselling assistance from SAF-supported MRCs.

Information sharing and outreach in the community

MRCs and other service providers also conducted community outreach activities to build the knowledge and capacity of women migrant workers and their families on:

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

MRCs organized community outreach and public advocacy events as part of their efforts to improve public understanding of safe migration procedures and processes, and to dispel negative attitudes towards women's labour migration (see also Output 3.3).

Furthermore, as part of their efforts to support women migrant workers, MRCs organized policy dialogues where women migrant workers could interact with government officials and have their voices heard. A good example of this can be found in **Indonesia**, where the MRCs have been proactive in drafting village-level regulations, including the setting of **tripartite plus village forums** where women migrant workers can voice their concerns and provide feedback on the development and implementation of labour migration policies. Collaboration between SAF's main implementing partners and other duty-bearers, community-based organizations, and service providers facilitated outreach in local communities and created opportunities for women migrant workers to develop their new skills. SAF continued to build the capacity of service providers to improve gender-responsive service provision for women migrant workers and their families (see also Output 1.2).

COVID-19 support services for women migrant workers

During the COVID-19 pandemic, which led to border closures, service providers had to deal with travel restrictions, social distancing measures, and limitations on face-to-face trainings, community outreach and information dissemination activities, all of which ultimately required partners to decrease the number of target participants, use larger venues, and/or move to mobile and online platforms. Some MRCs also



experienced additional complications in conducting cross-border case management and repatriation assistance.

SAF worked closely with service providers and MRCs to ensure that women migrant workers, their families, and the wider community, had access to PPE, survival kits as well as information on COVID-19 safety and services, such as the “Safety Planning for Violence Against Women during the COVID-19 Pandemic” postcard that was developed by the programme. SAF also built the capacity of service providers to shift the provision of services and information to online channels of communication, as well as to improve legal aid and case management services for those women migrant workers who may have been unfairly dismissed or lost their jobs due to the pandemic.

In instances where there was no possibility for service providers to access migrant workers in distress, SAF worked with non-traditional actors. This was the case in Thailand, where a “bubble and seal” policy resulted in migrant workers being sealed off in their construction sites and dormitories. SAF worked with the Employers Confederation of Thailand (ECOT) and the State Enterprise Workers’ Relations Confederation (SERC) to distribute PPE and basic survival and food kits among these migrant workers, channeling the assistance through ECOT members. When migrant workers were not included in the initial schedule for vaccinations, SAF and SERC successfully advocated with the Government to provide migrant workers with access to COVID-19 vaccines. With the constructions camps closed, many migrant workers found themselves unemployed without any means of earning a living. SAF supported SERC to pilot vocational skills training, providing women migrant workers with the know-how to make mosquito repellent spray and multi-purpose liquid from locally sourced material.

Even as COVID-19-related restrictions eased and borders reopened, SAF continued to support the distribution of PPE, service directories and information, education and communication (IEC) materials on COVID-19 safety measures in communities where migrant workers needed such support. The MRCs continued to be a trusted source of information on programmes and policies for women migrant workers.

Cambodia

SAF collaborated with the National Employment Agency (NEA) to operate MRCs in Siem Reap and Kampong Thom, as well as with Provincial Departments of Labour and Vocational Training (PDOLVTs) to operate MRCs in Kampong Thom and Siem Reap. The NEA operates at the national level and the PDOLVTs at the provincial level, but they are both under the Ministry of Labour and Vocational Training. Links between the NEA and PDOLVT MRCs are crucial to strengthening women’s empowerment and access to justice. The PDOLVTs cooperate with the NEA to collect case information, facilitate referrals and provide follow-up support to women migrant workers and their families so that they can access grievance mechanisms and pursue claims related to labour violations, exploitation, abuse, violence, and human trafficking. The NEA also provides information on local employment opportunities. The PDOLVTs have complemented the NEA’s outreach activities by disseminating information on safe migration and on private recruitment agencies that are duly registered with the Government, as well as conducting coordination meetings and capacity-building trainings among relevant provincial stakeholders.

SAF also partnered with the Cambodian Women’s Crisis Center (CWCC) to provide MRC support services in Phnom Penh and Kandal Province through which women migrant workers have been able to access services such as counselling, shelter, legal assistance and referrals to other frontline service providers. In addition, the CWCC has established six Community Based Protection Networks (CBPNs) that support returnee women migrant workers. Through the CBPNs, and the NEA and PDOLVT collaborations within their respective provinces, 5,324 women migrant workers (of 8,223 migrant workers total) and 2,006 family



members benefitted from MRC services, and community awareness-raising activities on safe migration and violence and harassment; this included providing case management support.

Indonesia

SAF established MRCs through multi-stakeholder partnerships with local governments, workers' organizations, and women's crisis centres in Indonesia. SAF worked with the trade union KSBSI to operate the MRCs in Blitar and Tulungagung districts in cooperation with Koalisi Perempuan Indonesia (the Indonesia Women's Coalition, or KPI), and with the trade union SBMI to operate the MRCs in Cirebon and East Lampung, in partnership with the Women's Crisis Center (WCC) Mawar Balqis. SAF has also developed a partnership with Women's Solidarity (Solidaritas Perempuan Sebay Lampung) in Lampung and East Lampung.

In 2020, the programme initiated a pilot project with the Ministry of Manpower to integrate the Government One-Roof Integrated Services Centers (LTSA) with MRCs in Cirebon and Tulungagung districts (West Java), and in East Lampung and Blitar districts (East Java) to enhance and expand the functions and services of the LTSA to be more gender-responsive and accessible and so they could provide comprehensive gender-responsive protection services for the optimal placement and protection of migrant workers. The integrated LTSA-MRCs went on to be recognized as a good practice by the UN Network on Migration at the first International Migration Review Forum in 2022. Since 2021, the integrated LTSA-MRCs in Cirebon and Tulungagung have repeatedly received the Indonesian Migrant Worker Award by the Ministry of Manpower for providing the best labour migration services for Indonesian migrant workers.

Unexpected result: The Ministry of Manpower announced its intention at the end of 2022 to expand the integrated LTSA-MRC model to the fisheries sector. SAF provided technical support to the ILO 8.7 Accelerator Lab programme in replicating an MRC for migrant fishers in Pemalang District (Central Java). The 8.7 Accelerator Lab is working with SBMI and local government in six villages of the district. Pemalang is a major sending district, especially for migrant fishers, and the majority of fishery recruitment agents operate in this district.

As of 2023, 4,646 women migrant workers (of 5,548 total) and 125 of their family members benefitted from the MRCs supported by SAF in Indonesia. Services included case management, capacity-building for migrant workers, networking and organizing of women migrant workers, and conducting community outreach activities. Through SBMI and KSBSI's efforts, 20 new networks and unions for returnee women migrant workers were established (see Output 1.3), through which women migrant workers have learned about leadership, unionism and organizing. Vocational trainings have also been organized for returnee women migrant workers in sewing, welding and doormat making.

MRCs in Indonesia engaged in cross-border knowledge-building and in coordination efforts to support the repatriation of migrant workers in distress abroad. They also convened regular advocacy and network meetings that have been attended by local duty bearers, service providers and migrant worker representatives to facilitate sharing of priorities and collaborative programmes. These network meetings helped enhance inter-agency coordination and service referrals. The MRCs organized public events and media outreach (including through television and radio shows) to raise awareness of women migrant workers' contributions, which helped improve public understanding of safe migration, VAW and TIP (see Output 3.3). The MRCs have facilitated regular community dialogue on safe migration pathways, violence against women migrant workers, and TIP, and have supported village authorities to understand their roles in implementing Law No. 18/2017 on the Protection of Indonesian Migrant Workers.



Lao People's Democratic Republic

SAF partnered with the Ministry of Labour and Social Welfare to set up an MRC in Bolikhamxay; with the LFTU to establish MRCs in Savannakhet and Bokeo provinces; and with Village Focus International (VFI) in Champassak Province to support the MRCs and to run a shelter for women migrant workers (especially those who have been trafficking victims and have experienced violence), who are provided accommodation after repatriation and before they reintegrate back in their community. The MRC in Bolikhamxay was financially supported on a cost-sharing basis with the ILO's Ship to Shore programme (which is also an EU-funded initiative).

The MRCs provided information-sharing on topics ranging from safe migration to employment opportunities, as well as counselling and case management services both in person and online (during COVID-19). In the case of the LFTU-run MRCs, assistance has also been provided by a hotline service. In addition, the MRCs provided information outreach on gender-based violence at the community level. Together with Care International, SAF also supported trainings on gender-based violence in the community, and established savings programmes for potential and returnee women migrant workers through the MRCs in Champassak and Savannakhet. In Bokeo, the MRCs supported a network group comprised of migrant workers' family members whose relatives had migrated for work and fallen victim to trafficking. Interactions with such groups allowed the MRC to gather information on the labour migration experiences of women and help them identify the training initiatives that should be conducted for the community. As of the reporting period in 2023, 13,126 women migrant workers (of 18,684 total) and 363 family members have been able to avail themselves of MRC services in the Lao People's Democratic Republic.

To ensure that women migrant workers can make informed migration decisions, the LFTU carried out targeted outreach activities, especially at factory sites, vocational training institutes and schools, where young workers and recent graduates are more likely to seek opportunities to work overseas. Through these outreach efforts, women learned about formal migration channels and processes, and how to mitigate risks of exploitation and violence and harassment at work, as well as trafficking in persons. Informing potential migrant workers about safe migration pathways at an early decision-making stage can support them to make informed choices when they start actively preparing to work abroad. The SAF–VFI collaboration has also been involved with building the capacity of youth volunteers to become peer influencers within their families, schools and communities, sharing information about safe migration, TIP, and violence and harassment in the world of work.

Shelter services for women migrant workers

In addition to regular MRC services, women migrant workers may sometimes require access to shelters where they can be safe from violence and get specialized support. This is especially true for migrant domestic workers who live-in with their employers. Exiting situations of exploitation, violence and harassment can mean losing both housing and employment. Without a local support or family network, women migrant workers can find themselves very alone and vulnerable in such situations. SAF supported shelters for women migrant workers in countries of destination such as **Malaysia, Singapore and Thailand**⁶⁷, where women migrant workers were supported with legal assistance, case-management, counselling and repatriation support. Some shelters, such as the ones in Singapore and Thailand, also provided health support (both physical and mental health).

⁶⁷ These three countries are the most popular countries of destination for migrant workers in ASEAN. Brunei Darussalam is also a country of destination; SAF does not have a programming presence there, but SAF has supported partners (such as KSBSI) to coordinate with CSO and embassy counterparts in Brunei Darussalam to provide repatriation support and services to women migrant workers in this country of destination. Such support may involve giving shelter to migrant workers while they await repatriation back to their country of origin.



SAF also supported shelters in **Cambodia, the Lao People’s Democratic Republic and Indonesia**, providing support to returnee women migrant workers by assisting them with referrals and services and supporting them with reintegration into the local community. Due to the stigma surrounding women’s labour migration in this region, such shelter services can provide vital support to returnee women migrant workers as they plan their next steps. For example, in the Lao People’s Democratic Republic, SAF partnered with VFI to operate a shelter in Pakse, Champassak Province, supporting 27 women migrant workers, meeting not only their basic needs – such as food, accommodation support and health check-ups – but also building their knowledge on safe migration and developing new vocational skills (such as cooking and sewing). While staying in the shelter, women were also supported through psychosocial counselling and provided with an individual assessment to identify urgent, short-term and long-term needs, as well as referral services and information about employment opportunities. In Indonesia, SAF supported shelters and repatriation assistance in Riau Island, Lampung, Cirebon, and Bandung Districts through partnership with women crisis centers. These shelters also provided psycho-social support, information on safe migration as well as vocation skills. In the **Philippines**, the MRCs made referrals to the OWWA for those Philippine migrant workers seeking repatriation assistance. The OWWA’s repatriation assistance programme includes temporary shelter provision.

Malaysia

SAF partnered with the Malaysia Trades Union Congress (MTUC) and with the civil society organizations Persatuan Sahabat Wanita Selangor (PSWS) and Tenaganita to provide MRC services to 19,928 women migrant workers (of 110,955 total migrant workers) in Kuala Lumpur⁶⁸, Penang and Johor Bahru. Tenaganita also provided a shelter for women migrant worker victims of forced labour and trafficking and worked closely with the Women’s Aid Organisation (a SAF partner funded under Objective 2) in the delivery of services and referrals (see Objective 2).

Through the MRC supported by the MTUC, women migrant workers were provided with legal assistance, training and outreach activities on labour rights, trade union membership, collective bargaining and safe migration. The MTUC provided crucial outreach and information sharing to migrant workers on factory sites, and provided a local support network for women migrant workers. Both PSWS and Tenaganita are women’s rights’ organizations that have strong grassroots connections with women migrant workers in Kuala Lumpur and Penang. In addition to providing MRC services (such as case management, legal assistance, and trainings on labour rights, anti-trafficking, safe migration and women’s rights), SAF supported the MTUC, PSWS and Tenaganita in advocacy for women migrant workers’ rights in Malaysia. This advocacy included dialogues with the Malaysian Government and relevant embassies, especially labour attachés, that in turn widened the space for women migrant workers to carry out their own advocacy (see Objective 1.1 and 1.3).

⁶⁸ The MTUC-operated MRC in Kuala Lumpur was supported in collaboration with the ILO’s TRIANGLE in ASEAN programme.



Cross-border services and collaboration to support women migrant workers

Through trainings of frontline service providers in paralegal skills and networking with other cross-border service providers along the Indonesia–Hong Kong (China) and Indonesia–Singapore migration corridors (see Output 1.2), SAF supported cross-border service provision for women migrant workers. Through its partnership with Justice Without Borders, SAF trained frontline caseworkers to support women migrant workers with cross-border complaints and compensation claims. There was also a conscious focus on knowledge and skills transfers to other frontline organizations supporting migrant workers' rights to access to justice.

SAF's Mid-Term Evaluation called on the programme to strengthen its regional dimensions by linking key stakeholders – including service providers – across countries of both origin and destination. 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 women migrant workers 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 where women migrant workers have experienced violence and exploitation.

SAF also supported workers' organizations in Indonesia and the Philippines to engage in cross-border knowledge-building with counterparts in countries of destination to improve case management support services for women migrant workers.

SAF organized a multi-country dialogue on service delivery through the MRCs via an online exchange for 58 stakeholders from governments, employers' organizations and workers' organizations, as well as CSOs and grassroots community organizations from Cambodia, the Lao People's Democratic Republic, and Thailand to exchange ideas and share knowledge, experiences, good practices and lessons learned in delivering services to women and men migrant workers and their families through the MRCs. During the dialogue, participants discussed opportunities and challenges in cross-border cooperation, service delivery and referral, and identified areas for future collaboration.

PSWS assisted AMMPO in 2020 to develop a GBV and harassment module that would be integrated into AMMPO's post-arrival training for migrant domestic workers from the Philippines. These training sessions were co-organized with the Philippines Embassy in Malaysia.

SAF also produced a service directory for migrant workers who are working in Gulf Cooperation Council countries, providing them with information about service providers that they can reach out to in situations of distress and need.

The IDWF has been a key partner of SAF in Malaysia, providing support to migrant domestic workers' organizations such as AMMPO and PERTIMIG (see Output 1.3), and also providing information and services to migrant workers, especially during COVID-19, when a hotline was set up to provide COVID-19 advice to migrant domestic workers and mental health trainings were provided to help migrant workers cope with stressful situations. Case management training provided to PERTIMIG and AMMPO leaders was used to assist migrant workers in distress and in trafficking situations with support such as shelter, food and repatriation assistance.



SAF's work in Malaysia focused on empowering Indonesian, Filipino and Cambodian migrant worker communities by nurturing migrant leaders to organize and by supporting migrant worker communities with vital information and support services related to labour rights, gender equality, violence and harassment, and trafficking.

Using technology to reach women migrant workers

MRCs are often based out of physical offices, and access to these sites can be gendered, with many women migrant workers finding their physical mobility monitored and restricted, especially among migrant domestic workers who live with their employers and agricultural workers on remote plantations or farms. SAF sought to use technology and social media to improve outreach efforts to women migrant workers, and this work took on greater urgency during the COVID-19 pandemic when restrictions on movement and meetings were at their zenith. For example, the MTUC started disseminating information online by posting on multiple Facebook groups, which were popular among women migrant workers in **Malaysia**. The posts distributed information on labour rights and how to access support services, and the MTUC estimates it reached over 1 million migrant workers⁶⁹. Other MRCs also used social media, including online radio shows and dedicated Facebook and WhatsApp groups, to initiate and maintain regular contact with migrant workers and the community.

In **Myanmar**, where security concerns forced many CSOs to either shut down operations or evacuate the country, SAF, together with the ILO's Ship to Shore programme, supported the "Yaykyiyar"⁷⁰ Facebook page to provide updated information on: safe migration pathways; MOU processes for Myanmar migrant workers to go work in the Republic of Korea and Thailand; labour laws and social security benefits in countries of destination; and violence against women migrant workers (and how to mitigate these risks and whom to seek assistance from). The social media posts were produced and disseminated in interactive formats such as quizzes and games, which contributed to a high level of engagement in the online community. The page has provided a virtual safe space for Myanmar migrant workers to connect and engage with each other, facilitating conversations with other members on work conditions in the domestic work and fisheries sectors (see Output 3.3).

Myanmar

Between 2018 and 2021, SAF worked with the Ministry of Labour, Immigration and Population to establish labour exchange offices (LEOs) in Aungmye, Hinthada, Loikaw, and Mohnyin districts. Additional private rooms were also constructed in some LEOs so that migrant workers who had experienced violence could approach the LEO to seek information and help in confidence. Gender experts were also engaged in each MRC to coordinate with LEO staff on service delivery. The LEOs provided counselling services and referrals to relevant service providers, particularly for women migrant workers who experienced labour exploitation, violence and/or harassment at their workplaces. Following the political changes in February 2021, SAF suspended its support to the government-operated LEOs in line with the UN Directive. SAF also entered into a partnership with the Confederation of Trade Unions of Myanmar (CTUM) to operate an MRC. MRC activities were halted in 2021–22 owing to the lack of security, but the partnership recommenced in 2023.

In the interim period (2021–22), SAF worked with civil society and grassroots organizations⁷¹ to provide MRC-style services, including psychosocial and case management support and community outreach (both in person and online) on labour rights, migrant workers' rights and safe migration processes, in addition to

⁶⁹ These are estimates provided by the MTUC; due to the lack of adequate analytical data from Facebook this number has not been included in SAF's results logframe.

⁷⁰ Yaykyiyar Facebook page: <https://www.facebook.com/YayKyYiYar>.

⁷¹ Due to security concerns, SAF's civil society partners in Myanmar cannot be named in public documents.



providing COVID-19 safety materials (including PPE kits). SAF also contracted individual consultants who travelled to villages and conducted community outreach on safe migration pathways, recruitment and MOU processes, and provided information to potential migrant workers and community members on migrant workers' rights; anti-trafficking, and violence and harassment. SAF's civil society MRC partners also trained peer community educators who could safely be in their communities to conduct safe migration knowledge-building and outreach (see Output 1.2).

In Myanmar, through the collective efforts made by service providers, 7,668 potential and returnee women migrant workers (out of 12,949 total migrant workers) and 3,777 family members received vital labour migration information and services.

Philippines

SAF forged partnerships with the Provincial Government of Negros Occidental, the Tabaco City Government and the local government unit of Quezon City⁷² to open and operate gender-responsive MRCs. Through the collaboration with these local governments, the gender-responsive MRCs were linked with existing local OFW helpdesks to provide gender-specific services to women migrant workers. Such collaboration with local governments also facilitated local community outreach by raising awareness of gender stereotypes and gender-based discrimination, while involving men and families in preventing violence against women migrant workers. The MRCs in the Philippines are operated by the local government in collaboration with civil society, OFW organizations, and international development partners to serve Philippine migrant workers and their families from pre-departure to return, all under one roof. SAF built the capacity of the MRC staff to provide gender-responsive services and maintain proper case records.

To date, these MRCs have been able to provide 4,901 women migrant workers (of 7,178 total) with case management, information and services, including community knowledge-building on Philippine laws and policies and their impact on migrant workers' lives.

Singapore

SAF collaborated with the NGO HOME to provide legal assistance, shelter, counselling, case management services, and treatment, including in-house health checks and medical referrals, to 8,153 women migrant workers. SAF also supported HOME's engagement with the Singapore Ministry of Manpower and the police, working with them on cases involving migrant domestic worker complaints to get the best possible outcomes for women migrant workers. Migrant domestic workers can be hard-to-reach group due to the isolated nature of their work, so SAF supported HOME to carry out community outreach and to develop the leadership and capacity of over 55 women migrant workers who are leaders in their peer groups. The trained leaders then reached out to other migrant domestic workers to provide them with information on: their rights and protections under Singapore law; complaints and investigation processes; and the procedures by which they can seek help and recourse.

Together with the IDWF, SAF supported the establishment of IPPMI to organize Indonesian migrant domestic workers (see Output 1.3) and to inform them of their rights under Singaporean law, including their rights related to organizing. Indonesian migrant domestic workers in Singapore were reached through IPPMI's networking efforts. SAF also worked with the Centre for Domestic Employees (CDE) to develop and distribute safe migration and domestic work brochures among employers so that they could learn appropriate behaviour towards their employees. The CDE also trained public volunteers who can be first responders in the community to assist migrant domestic workers who may need immediate support.

⁷² The MRC in Quezon City is the first in the Metro Manila region. It is supported by SAF in coordination with the ILO's BRIDGE programme.



Thailand

SAF worked with the State Enterprise Workers' Relations Confederation (SERC) and Raks Thai Foundation to provide MRC services to women migrant workers in Songkhla and Petchaburi, including trainings for women migrant workers about labour rights, healthcare, gender equality, safe migration, and mitigating risks of labour exploitation, including trafficking in persons and violence and harassment in the world of work. SAF also collaborated with the Peaceway Foundation/Migrant Working Group, a migrant rights' CSO, to provide specific COVID-19-related grassroots support to women migrant workers in Chiang Mai through community-based interventions to provide information and support services, and with the IOM to provide food and shelter to Myanmar Muslim migrants and trafficked persons in various shelters and detention centres run by the Ministry of Social Development and Human Security in Bangkok, Chiang Rai, Nonthaburi, Pattani, Phangnga, Ranong, Songkhla, and Surat Thani.

Through these partnerships and collaborations with service providers, 9,377 women migrant workers (of 21,913 total migrant workers) and 1,253 accompanying family members received important migration information and services, including timely COVID-19-related assistance (safety information, survival kits, PPE and vaccinations).

SAF also initiated a partnership with the World Vision Foundation Thailand to improve the working and living conditions of women migrant workers and their families and to reduce violence against women in ten construction camps of the Sansiri Public Company Limited's supply chain in Bangkok, Samut Prakan, Nonthaburi and Pathum Thani provinces. Through trained migrant volunteers (see Output 1.2), outreach activities were carried out with migrant workers and their families to impart information on labour rights, domestic violence, reproductive health, family planning, sexually transmitted infections, COVID-19 information, and occupational safety and health. Women migrant workers were also provided vocational skills trainings (in make-up and hair) to help them develop alternate livelihood opportunities.

Viet Nam

SAF established **three MRCs** in Lao Cai, Thai Binh and Nghe An provinces through coordination and consultation with the provincial DOLISAs. These provinces were selected as they experience high levels of migration. The MRCs have improved women migrant workers' access to services, including complaints mechanisms and counselling, and will address critical gaps in the community's knowledge about safe migration, recruitment, VAW and trafficking in persons. Through the services of the MRCs, women migrant workers have developed their knowledge of their entitled labour rights and gained relevant support needed to take greater control of their journeys. By 2023, 158 women migrant workers (of 505 total) received gender-sensitive labour migration counselling through SAF-supported MRCs. The MRCs also provide updated information on job opportunities and counselling before potential women migrant workers' make the decision to work abroad.

Vocational training

To ensure that women migrant workers have opportunities for decent work, SAF has supported vocational trainings for migrant workers on subjects such as baking, embroidery, sewing and souvenir making. SAF partnered with TVET institutions in Cambodia, the Philippines, and Viet Nam (see also Output 1.2) to provide skills certification and recognition of prior learning to women migrant workers. By 2023, 1,285 women migrant workers (of 1,661 total migrants) and 40 family members benefitted from these vocational trainings.

In **Cambodia**, SAF and other ILO programmes supported the Industrial Technical Institute, the National Polytechnic Institute of Cambodia, the National Polytechnic Institute of Angkor, and the École d'Hôtellerie et de Tourisme Paul Dubrulle to provide certified skills trainings to migrant workers, including women migrant workers.



In the **Philippines**, SAF worked with the Technical Education and Skills Development Authority (TESDA) to provide scholarships and skills training, as well as employment-preparedness and reintegration support to women OFWs, returnees and their women family members. This was the start of the #WomenOFWsCanDolt programme in Region 6 of the Philippines (Western Visayas), which was jointly supported by SAF, the ILO's Women in STEM programme, the OWWA and the National Reintegration Center for OFWs. Western Visayas marks the third region – after the National Capital Region and Region 7 (Central Visayas) – where the #WomenOFWsCanDolt programme is offering regular courses. Courses on creative web design and web development were provided through the Academy Asia School of Technology and the Arts, and TESDA is the government agency authorized to issue official national certifications for technical and vocational skills. Graduates can use their national certificates as credentials for working in the Philippines or to be authorized to work as an OFW abroad. Under this collaboration, 795 women migrant workers graduated from TESDA courses.

In **Viet Nam**, SAF collaborated with the National Institute for Vocational Education and Training (NIVET) to organize four training courses on e-commerce entrepreneurship for women migrant workers in Lao Cai, Thanh Hoa and Ha Tinh provinces. A total of 210 women migrant workers from these provinces, including returnees and potential migrant workers, increased their knowledge and basic understanding of e-commerce regulatory frameworks and practical tools for business management, and received guidance on how to sell local products via e-platforms such as Facebook and Zalo. Before the training, the occupations of participants included factory work, housework and small-scale trade. After five months of practicing their e-commerce skills, the trainees were tracked to draw out lessons learned from applying their vocational knowledge and skills, and 37.6 per cent have become active in undertaking e-commerce activities. According to all those who were tracked, the e-commerce training has helped them to diversify their employment opportunities, enhance their income and better protect themselves online.

Financial literacy supports the economic empowerment of women migrant workers

In addition to the certified skills' trainings, SAF supported women's economic empowerment by providing women migrant workers with financial planning and entrepreneurship skills so that they can develop their own financial goals and plans for the future. Through its partnership with Atikha, women migrant workers in Cambodia, Singapore, Malaysia, Indonesia, Philippines and Viet Nam developed financial literacy skills that will help them make informed financial decisions in the future.

In the **Lao People's Democratic Republic**, SAF partnered with Care International to establish village savings and loans associations (VSLAs) for returnee women migrant workers. Through the VSLAs, members are provided financial literacy and entrepreneurship training, as well as basic business skills, with the trainings being provided by the MRCs (see also Output 1.2). Returnees also receive information on how to access financial services and information on individual and family finance management. Eleven VSLAs have been established in Champasak and Savannakhet provinces. In addition to financial literacy, the associations also facilitate dialogues among VSLA members and their family members on labour migration and workplace violence and harassment.

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

To ensure women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services, SAF prioritized: (i) ensuring that national laws, policies and plans



were more in line with normative frameworks on prevention of and response to VAW; and (ii) improving service outcomes for women migrant workers experiencing violence.

The normative frameworks that guided the assessment were data and analysis, essential services, institutional capacity, women's grassroots networks, raising awareness, assisting victims and survivors of trafficking, access to justice, laws and policies on prevention and response, and national action plans on prevention of violence. With SAFs technical support, laws and policies that were fully oriented to normative frameworks increased from 12 at baseline to 22 at endline. SAF exceeded the targets in nine normative areas, met the targets in four and met one area as an equivalent, and was below the target in just one area. Improvements in ratings were seen in six out of the seven countries of focus.

SAF has demonstrated significant progress in the strengthening of information systems for women migrants in relation to accessing essential services for survivors of violence and trafficking. Strengthening data collection systems has provided a mechanism for comprehending the nature and extent of violence, customizing responses, and efficiently allocating resources. Furthermore, concerted efforts were made to harmonize policies and coordination, enhance data collection practices, and ensure the ethical and secure handling of data.

The "*Violence against Women Migrant Workers in ASEAN: Endline Study of Quality Service Provision for Women Migrant Workers in ASEAN*" report noted that the substantial progress achieved had strengthened the capacity of various stakeholders to effectively respond to the unique needs of women migrant workers, even in the face of the challenging circumstances posed by the COVID-19 pandemic. The programme was found to have successfully provided support and information services to a substantial number of migrant workers, with a particular focus on women migrant workers. These efforts encompassed a wide array of activities, including the dissemination of critical information, the provision of support services spanning psychosocial support, healthcare, social services, and the establishment of pivotal resources such as helplines. The study stated that this comprehensive and multifaceted approach plays a pivotal role in significantly enhancing the safety, well-being, and empowerment of women migrant workers across the ASEAN region.

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.

From 2018 to 2023, SAF contributed towards strengthening **14 laws or policies** (9 of which have been adopted) to strengthen VAW prevention and response through providing technical input for their development and revision. SAF contributed to **6 action plans** (4 national action plans, 1 local action plan, and 1 regional action plan) and **18 SOPs**. The target set in the SAF Project Document (ProDoc) was for 6 laws and policies on EVAW to be provided technical support and inputs ensuring integration of rights-based and survivor-centred approaches.

SAF's contributions were critical to ensuring that women migrant workers' needs were identified and addressed through survivor-centred and rights-based prevention and response. SAF technical resources, such as the *ASEAN Regional Guidelines on the Development of National Standard Operating Procedures for a Coordinated Response Mechanism to Violence against Women; A Practical Guide: Developing Standard Operating Procedures for a Coordinated Response to Violence against Women, Including Women Migrant Workers* (see Output 2.2); and *A Guidance Note to Develop a Migration-Sensitive National Action Plan on Violence against Women* were used in provision of technical inputs to these laws and policies.



SAF engaged with ASEAN frameworks, providing technical support to the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) and the ASEAN Committee on Women (ACW), and working in collaboration with the ASEAN Secretariat on the mid-term review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women. Strategically, the review identified key recommendations in terms of initiatives to be prioritized to effectively address violence against women, including women migrant workers, in the region. The mid-term review recommendations served as a strategic vision to address EVAW in the region and were integrated into the ASEAN-wide regional work plan on ending violence against women and children, which will provide guidance to national initiatives from 2021 to 2025.

Law and policies reform⁷³

During the reporting period (2018–23), SAF provided technical inputs to the following law and policy reforms:

Law and policy reforms
<p>Cambodia</p> <ol style="list-style-type: none"> 1. Bilateral Plan of Action between Cambodia and Viet Nam. (adopted)
<p>Indonesia</p> <ol style="list-style-type: none"> 2. The Guidance on the Protection of Women Migrant Workers during COVID 19 and the Protocol for Handling GBV women migrant workers and trafficking during COVID 19, adopted in 2020 by the Ministry of Women Empowerment and Child Protection (MOWECP). (adopted) 3. The draft Gubernatorial Regulation on Integrated Services for Women and Children Victims of Violence and the Crime of Trafficking in Persons in West Java. (in drafting) 4. The Gubernatorial Regulation No. 55 of 2022 on the Integrated Criminal Justice System for Women Victims of Violence and Criminal Offences, replacing the previous regulation No. 66 of 2018. Enacted in 2022, this new regulation considers geographical challenges of the archipelagic region and accommodates the specific needs of VAW and trafficking victims in accessing essential services. (adopted)
<p>The Philippines</p> <ol style="list-style-type: none"> 5. Implementing Rules and Regulations of Republic Act No. 11299 (adopted) 6. Gender-Responsive and Inclusive Pandemic Management Act of 2021(in drafting) 7. Ordinance Providing for Coordinated Quality Services for Overseas Filipino Workers (OFWs) of Cebu City, Providing Funds Therefor and for Other Purposes (adopted) 8. Act Strengthening the Policies on Anti-Trafficking in Persons, Providing Penalties for Its Violations, and Appropriating Funds (Republic Act No. 11862) (adopted) 9. An Act Providing for Stronger Protection against Rape and Sexual Exploitation and Abuse, Increasing the Age for Determining the Commission of Statutory Rape (Republic Act No. 11648) (adopted) 10. An Ordinance Creating the Local Council on Anti-Trafficking and Violence Against Women and their Children (LCAT-VAWC) in Manila City (Ordinance No. 8788) (adopted)

⁷³ Per Spotlight Indicator 1.1.1 – “Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR [human rights] standards.”



11. An Act Establishing Overseas Filipino Workers Help Desks in the 27 Barangays of Talisay City, Negros Occidental (Ordinance No. 658, Series of 2022) (adopted)

Thailand

12. Policy and Regulation Under the Damages for the Injured Person and Compensations and Expenses for the Accused in the Criminal Case Act B.E. 2544 (2001) (amended)
13. Domestic Violence Laws in Thailand: Recommendations for Strengthening Protections for survivors (Victims of Domestic Violence Protection Act, B.E. 2550; Family Development and Promotion Act, B.E. 2562; Chapter 15 of the “Juvenile and Family Court Procedure Act, B.E. 2553”)(in drafting)

Viet Nam

14. Law on Domestic Violence Prevention and Control (amended)

National Action Plans/Strategies

Cambodia

1. Third National Action Plan to Prevent Violence against Women (adopted)

Lao People's Democratic Republic

2. The Second National Plan of Action on Preventing and Elimination of Violence against Women and Violence against Children (2021–25) (adopted)

Malaysia

3. National Action Plan on Anti-Trafficking in Persons (2021–25) (adopted)

Indonesia

4. The National Action Plan for the Prevention and Response to Trafficking in Persons 2020-2024 adopted through Presidential Regulation No. 19 of 2023 (adopted)
5. The Local Action Plan (LAP) on the Prevention of Violence against Women and Children in Bandung District of 2022-2026, adopted through Bandung Regent regulation No. 2999 of 2022. Adopted.

ASEAN-level

6. ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) Work Plan 2021–25 (adopted)

Standard operating procedures (SOPs)

ASEAN

1. ASEAN Guidelines for Developing National Standard Operating Procedures for a Coordinated Response to Violence against Women and Girls (in drafting)
2. A Practical Guide: Developing Standard Operating Procedures for a Coordinated Response to Violence against Women, Including Women Migrant Workers (2021) Adopted
3. A Guidance Note to Develop a Migration-Sensitive National Action Plan on Violence against Women (2020) Adopted

Cambodia

4. Standard Operating Procedure for Helpline Operators for Survivors of Violence against Women Including Women Migrant Workers (adopted in December 2023)



5. Standard Operating Procedure (SOPs) for Responding to Violence Against Women, including Women Migrant Workers (for Borsedth District, Kampong Spue Province)

Indonesia

6. SOP of P2TP2A in Cirebon Regency. In 2020, SAF supported the local government to update its SOP to respond to the pandemic situation and include women migrant workers' needs. It was adopted through the Decree of the head of P2TP2A Cirebon Regency no 240/02/P2TP2A. (adopted)
7. The Standard Operating Procedure of coordinated service and referral mechanisms for Children, Women, and Migrant Workers Subject to VAW and Trafficking in Lampung Province. (adopted)
8. Standard Operating Procedure of Service Provision for Children, Women, and Migrant Workers Subject to VAW and Trafficking in Kepulauan Riau Province. Annexed to the Gubernatorial Regulation No. 55 of 2022 on the Integrated Criminal Justice System for Women Victims of Violence and Criminal Offences. (adopted)
9. SOP referral mechanism in Gegesik Kidul village Cirebon District. This SOP mandates the village government to establish a special service desk at the village office for residents who will and are working abroad. It has been endorsed through the Decree of the Head of Gegesik Kidul Village No. 141.1/Kep 1/Year 2023. (adopted)

Philippines

10. Standard Operating Procedures for Referral Mechanism at the Embassies – Department of Foreign Affairs (adopted in 2021)

Thailand

11. Thailand National Standard Operating Procedures on Violence Against Women (in drafting)

Viet Nam

12. Standard Operating Procedures for Diplomats on Providing Coordinated Services for Survivors of Violence and Human Trafficking, Ministry of Foreign Affairs (adopted)
13. Standard Operating Procedures for Frontline Justice Officials on Providing Gender-Sensitive Legal Aid and Referral Support to Other Services for Survivors of Violence and Human Trafficking, Ministry of Justice (adopted)
14. Standard Operating Procedures for Front Line Public Security Officials on Providing Coordinated Support to Survivors of Violence and Human Trafficking, Ministry of Public Security (adopted)
15. Standard Operating Procedures for Viet Nam Women's Union Members to Provide Coordinated Support to Survivors of Violence and Human Trafficking (adopted on 27 June 2023)
16. Standard Operating Procedures on Providing Gender-Sensitive Mutual Legal Assistance for Civil Cases Involving Foreigners (in drafting)
17. Guidelines on Gender sensitive investigation on cases of experiencing GBV and human trafficking (in drafting)
18. SOP for hotline staff in providing support and referral to essential services for survivors of violence and human trafficking overseas (adopted)

SAF contributed to the **Agreement between Viet Nam and Cambodia on Anti-Human Trafficking and Assisting Victims and the related joint plan of action for its implementation**, signed by the Ministry of Public Security of Viet Nam and the Ministry of Women's Affairs of Cambodia in 2019. The Joint Plan was a milestone to foster cross-border interventions in prevention of and response to trafficking in persons in the



two countries. In **Cambodia**, SAF, in collaboration with the National Committee for Counter Trafficking, contributed to a multi-country policy dialogue among labour-sending countries on the protection of undocumented migrant workers. The dialogue, attended by 68 representatives of government agencies and CSOs from **Cambodia, Lao People’s Democratic Republic, and Myanmar**, strengthened cross-border collaboration and partnerships promoting survivor-centred and rights-based approaches for prevention, law enforcement, and victim protection.⁷⁴

Cambodia

In Cambodia, SAF has provided technical input through “closed door consultations” with key government ministries, and CSOs for the development of a road map to guide the amendment of the Law on the Prevention of Domestic Violence and the Protection of Victims. Through SAF’s input, the gaps identified for revision are inclusive of women migrant workers. The revision is pending Government approval processes (see also Output Indicator 2.1.1)

Indonesia

With SAF’s technical support, the **Governor’s Decree on Minimum Service Standards for Integrated Services for Women Victims of Trafficking, including Women Migrant Workers in West Java** was amended. A study was conducted to identify the impact of Perda (Local Ordinance) No. 3/2008 on the Prevention and Management of Victims of Human Trafficking in West Java and of Pergub (Gubernatorial Regulation) No. 63/2014 on the Minimum Service Standards for Integrated Services for Victims of Human Trafficking and Violence against Women and Children in West Java (see Output 3.1). SAF used the results of the study to elaborate recommendations while reviewing the Governor’s Decree.

In addition, the MOWECP in Indonesia benefited from SAF’s technical support during the amendment of the Regulation on the Protection of Women Migrant Workers. SAF gave technical inputs, aligned with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the President’s instruction on gender mainstreaming (see also Output 1.1). With the inputs provided by SAF, the draft Regulation was strengthened to address violence against women migrant workers and trafficking in persons in all parts of the labour migration cycle. The Regulation came to be the complement of Law No. 18/17 by providing a gender-responsive framework for labour migration; it has also served as a legal umbrella to incorporate a gender lens into labour migration governance, particularly at the subnational level. In 2022 the West Java Governor’s Office developed a regulation to provide integrated services for women and children survivors of VAW and trafficking. The draft Gubernatorial Regulation on Integrated Services for Women and Children Victims of Violence and the Crime of Trafficking in Persons in West Java was the successful result of a continued advocacy effort made by SAF with its partner Yayasan SAPA. This local-level regulation is also aligned with the national-level regulation.

The Philippines

The **Implementing Rules and Regulations of Republic Act No. 11299** were adopted in 2020, which resulted in the establishment of the Office for the Social Welfare Attaché. The development and adoption of these Rules and Regulations was supported by SAF in 2019 and 2020, aiming to ensure gender-sensitive provision of services and assistance, including repatriation services, to returning OFWs, especially those who have experienced violence and abuses.⁷⁵ Furthermore, SAF, in partnership with Global Rights for

⁷⁴ Financial support for the meeting was co-funded with the Cambodian, Lao and Myanmar governments, the EU Delegation to Cambodia, International Justice Mission, Ratanak International and Chabdai.

⁷⁵ The Implementing Rules and Regulations of the Republic Act (RA) No. 11299 an Act Establishing the Office for the Social Welfare Attaché was counted in SAF 1.1.1 in 2019 with inputs from Objective 1. It was also developed in 2019 and adopted in 2020 with inputs from Objective 2. Given that it is “counted” twice across two different years (responding to different indicators), in the SAF cumulative cross-objective totals of inputs to law and policy change, it will only be counted one time to avoid double counting.



Women, provided technical inputs to the draft Federal Law on Gender-Responsive COVID-19 Crisis Response for women migrant workers subject to violence, which were elaborated during roundtable consultations with UN agencies, CSOs and legal experts. As a result, the bill addressed the needs of women migrant workers subject to violence during the pandemic, highlighting the demand of coordinated responses and the provision of gender-responsive and quality essential services, with a specific section of the bill devoted to women migrant workers. The bill includes measures to strengthen the Government's accountability for protecting women migrant workers from violence.

With technical support from SAF and its partner the Women's Legal and Human Rights Bureau, the Philippines amended the **Act Strengthening the Policies on Anti-Trafficking in Persons, Providing Penalties for Its Violations, and Appropriating Funds (Republic Act No. 11862)**. Based on this revised Act, survivors of trafficking in persons can now access support from the Philippines Government, regardless of their gender, age and cultural background with their consent. The roles of NGOs were included in the law to underscore the importance of CSOs' engagement in combating human trafficking and protecting women migrant workers. The amended Act expanded the definition of sexual exploitation, so that sexual exploitation can occur even when the exploited party has given their consent. sent. The **Act Providing for Stronger Protection against Rape and Sexual Exploitation and Abuse, Increasing the Age for Determining the Commission of Statutory Rape (Republic Act No. 11648)** was adopted with technical support from SAF and its partner the Women's Legal and Human Rights Bureau. The revision of the age of consent was advised to be aligned with the legal definition of a child in Philippines law. To provide its technical input, SAF conducted research on the distinct contexts of girl juveniles' access to justice in rape cases, the results of which were presented in various consultations and congressional meetings. The amended law provides broader legal protection for girls, including young women migrant workers or children of women migrant workers, who have experienced sexual violence.

In Manila City, the local government adopted the **Act Creating the Local Council on Anti-Trafficking and Violence Against Women and their Children (LCAT-VAWC) in Manila City (Ordinance No. 8788)** with technical support from SAF and its partner the Development Action for Women Network (DAWN). SAF advised the local government to have representatives from the Tourism Office, CSOs and women's organizations in the LCAT-VAWC to ensure the inclusion and representation of women migrant workers. The Act was the first of its kind to operationalize interagency bodies on VAW and trafficking in persons through local ordinances.

In Talisay City, SAF advocated for the inclusion of provisions related to violence against women migrant workers in the **Act Establishing OFW Help Desks in the 27 Barangays of Talisay City, Negros Occidental (Ordinance No. 658, Series of 2022)**, in collaboration with the Women's Legal and Human Rights Bureau (WLB). Through consultations, SAF and the WLB shared key recommendations on: (i) an encompassing definition of VAW; (ii) essential guiding principles of the ordinance; (iii) clear, merit-based qualifications for a barangay OFW desk officer; (iv) the specific duties and functions of an OFW desk officer; and (v) sources of funding for the barangay OFW desk. The Ordinance was finalized and adopted without incorporating the recommendations from SAF. SAF has continued to advocate for the inclusion of violence against women in the Implementing Rules and Regulations for the Act.

Thailand

SAF has 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 on 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 discussions with Thai and Myanmar migrant women to learn 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 of survivors in Thailand. The review highlighted the importance of having the legal provisions and protections apply regardless of migration status. The initial findings and recommendations were shared with the Department of Women's Affairs and Family Development of the Ministry of Social Development and Human Security for their consideration to review the domestic violence law, and was featured in public advocacy in December 2021 for a quality coordinated policy response to VAW that leaves no women migrant workers behind.

In Thailand, women migrant workers in an irregular situation can now receive compensation and expenses in criminal cases. The Thai Government amended the regulation under the **Damages for the Injured Person and Compensation and Expenses for the Accused in Criminal Cases Act B.E. 2544 (2001)** as a result of the technical support provided by SAF and its partner, the Foundation for Labour and Employment Promotion (FLEP), which was informed by several reported cases of sexual violence and identified gaps in the response.

Viet Nam

SAF provided technical and financial contributions to a Ministry of Justice-led study to assess the status of enforcement of existing normative frameworks on sexual violence and harassment against women migrant workers. The study was conducted in one target province with a high population of migrants and identified the gaps in legislation and law enforcement on violence and harassment against women. **Decree No. 167/2013 on Sanctioning Administrative Violations in the Field of Security and Order** was amended and supplemented, adding acts of sexual harassment to sanction and increasing the level of sanctions against administrative violations associated with these acts. The revision of the **Law on Contract-Based Vietnamese Overseas Workers** strengthened protection of the rights of migrant workers. The revision was achieved through financial and technical support from SAF in collaboration with the Viet Nam Women's Union (see also Output 1.1). SAF collaborated with the Viet Nam Women's Union to advocate for the inclusion of women migrant workers to identify legal gaps that could affect women's migration pathways. To this end, SAF supported the Women's Union to develop a policy brief to advocate for gender mainstreaming within the law through the voices of women migrant workers (see also Output 3.1).

The **amended Law on Domestic Violence Prevention and Control** has also provided better protection to survivors of domestic violence, including women migrant workers. The amendments strengthened the law by: (i) applying rights-based and survivor-centred approaches in responses; (ii) enhancing service provision related to survivor protection and support; and (iii) clarifying roles and responsibilities of various stakeholders involved in the prevention of and response to domestic violence. In the lead up to the amending of the law, SAF conducted a legal gap analysis in partnership with Global Rights for Women and developed a policy brief that recommended:

- providing stronger protection measures focusing on both survivor safety and offender accountability;
- protecting women, including internal migrants, by ensuring access to legal representation; and
- providing assistance with reporting violence, even if victims no longer live in the area where the violence took place.

The policy brief was presented to the Ministry of Culture, Sport and Communication and the Standing Committee Members of the National Assembly. CSO partners took a key role in the advocacy process by bringing the voices of survivors of violence.



Adoption of national strategies and action plans (NAPs)

With SAF's support, new National Action Plans on Violence against Women (NAP VAWs) were developed from 2018 to 2023 in Cambodia, Indonesia, the Lao People's Democratic Republic and Malaysia. A new NAP on trafficking in persons was also adopted in Malaysia. One ASEAN-wide regional work plan on ending violence against women and children was also adopted in 2021 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).

In **Cambodia**, SAF successfully contributed to the elaboration of the Third National Action Plan to Prevent Violence against Women (NAP VAW) 2019–2023, drawing attention to the specific needs of women migrant workers. In the drafting process, SAF provided technical inputs guided by key knowledge products developed by SAF, including the “**16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence**” and the **policy brief on “Coordinated Quality Services for Ending Violence against Women Migrant Workers”**. SAF contributed to the evaluation of the NAP VAW in 2023 through technical support to the Ministry of Women's Affairs and support for women migrant workers to participate in consultations for the evaluation. In the third NAP VAW, based on SAF's technical recommendations, VAW and migration linkages were expanded, and specific outputs and indicators focused on violence against women migrant workers were created so as to enable the Government to monitor and report on such violence. The technical support provided by SAF to the Cambodian Government included piloting the “**Guidance Note on the Elaboration of Migration-Sensitive NAP VAW**”. This note has come to serve as a model for supporting governments in the region, such as the Lao People's Democratic Republic and Thailand as elaborated below. SAF also provided technical support to the Cambodian Government to enhance the national system to prevent and respond to the trafficking of women. The programme supported elaboration of the **Strategic Plan on Counter Trafficking in Persons**,⁷⁶ ensuring a specific focus on violence against women migrant workers. The Strategic Plan has guided relevant government agencies in Cambodia to combat trafficking in persons in a more efficient and coordinated manner.

In the **Lao People's Democratic Republic**, SAF provided technical support to finalize the NAP VAW (2021–2025) in cooperation with CARE International and the UNFPA. SAF advocated for the successful inclusion of women migrant workers in the NAP, especially in regard to providing services to those who have experienced violence upon their return.

SAF advocated with the Ministry of Social Development and Human Security in **Thailand** for the development of a new migration-sensitive and survivor-centred NAP VAW. Through the provision of technical support, SAF contributed to framing the discussions on the nexus among migration, VAW and trafficking. In both instances the guidance developed (mentioned above) was useful.

In **Malaysia**, contributing to the work of the UN Gender Results Group, SAF elaborated a strategy paper on **SDG 5: Access to Sexual and Reproductive Health and Violence against Women Services by Migrant Workers** collecting evidence to support the needs of legislative and regulatory reforms to enhance women migrant workers' accessibility to sexual and reproductive health services. By using both this document as well as the *Strategy Paper on Labour Migration in Malaysia* (see also Output 3.1), SAF contributed to the 12th Malaysia Plan (2021–2025).

⁷⁶ Per Spotlight Outcome Indicator 1.2 – Proportion of target countries that have national and/or sub-national evidence-based and costed action plans and M&E frameworks on VAWG/HP that respond to the rights of all women and girls and are developed in a participatory manner. Per Spotlight Indicator 1.2.1 – Number of draft evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of groups facing intersecting and multiple forms of discrimination with M&E frameworks and proposed budgets.



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

In **Viet Nam**, SAF contributed to the national dialogue on “**Safety for Women**”, launched by the Viet Nam Women’s Union and the Viet Nam Academy of Social Science, by preparing a technical review and recommendations on “**International and Regional Commitments on Addressing Violence against Women Migrant Workers**” (see Output 3.1). The analysis highlighted the challenges faced by women migrant workers as well as promising practices. As a result of the dialogue, key stakeholders in Viet Nam recognized the importance of including prevention and responses to violence against women migrant workers in any effort to ensure safety for women in public and in private spaces. Furthermore, when the Government reviewed the implementation of the National Strategy on Gender Equality for the period 2010–2019, it ratified thematic priorities for the National Strategy on Gender Equality for 2020–2030. SAF advocated for inclusion of violence against women migrant workers as one of the priorities for the new Strategy.

In **Indonesia**, the **Protocol for Handling Cases for Gender-based Violence and Human Trafficking of Indonesian Women Migrant Workers during the COVID-19 Pandemic**⁷⁷, drafted by the MOWECP with the support of SAF, was adopted in 2020. The Protocol aimed to provide practical guidelines for service providers to better support women, including women migrant workers’ abroad, who experienced violence during the pandemic. SAF advocated for the prioritization of VAW during the pandemic and for the development of such a protocol to address the specific needs of Indonesian women migrant workers throughout the migration cycle. The technical inputs provided by SAF followed the “16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence”. Moreover, the Protocol refers to the service directory for women migrant workers⁷⁸ (see also Output 2.2 and 3.1) developed by SAF as resource material.

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

The **National Action Plan for the Prevention and Response to Trafficking in Persons 2020–2024**⁷⁹ (**NAP TIP**) adopted through the Presidential Regulation No. 19 of 2023. SAF provided technical inputs which take into account an increasing risk of TIP during the COVID-19 pandemic (see also Output 1.1). The SAF’s inputs suggested aligning NAP TIP with the Protocol for Handling GBV with Women Migrant Workers and Trafficking during COVID-19 (“COVID-19 GBV Protocol”) developed by MOWECP in 2020 with support from SAF. SAF provided recommendations on the inclusion of a survivor-centred approach in quality coordinated services.

National standard operating procedures (SOPs)

⁷⁷ Indonesia, MOWECP, Protocol for Handling Cases for Gender-based Violence and Human Trafficking of Indonesian Women Migrant Workers during the 19 Pandemic, 2020.

⁷⁸ UN Women, “16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence”, 2020.

⁷⁹ The NAP TIP’s timeline extends between 2020 and 2024, but the adoption was delayed due to COVID-19.



At the regional level, ASEAN Member States have made efforts to address VAW, including against women migrant workers, 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. 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 EVAW⁸⁰** and making recommendations on how to accelerate it. The report included a focus on measures taken by Member States to address violence against women migrant workers, as one of the most marginalized groups in the region. The report was launched through a virtual launch event in commemoration of the 16 Days of Activism against Gender-based Violence (see Output 3.3). As a result of the mid-term review, the members of the ACW/ACWC agreed to develop an ASEAN regional guideline on the development of national SOPs for a coordinated response to address VAW, including marginalized women, and to implement Phase Two of the ASEAN Regional Campaign on Ending Gender-based Workplace Exploitation.⁸¹ These activities were reflected in the ACWC Workplan (2021–25) endorsed by its members and have been supported by SAF. The ASEAN SOP Guidelines have acted as a shared guiding resource among ASEAN Member States to respond to VAW, including women migrant workers, in line with international best practices, such as **the UN Essential Services Package for Women and Girls Subject to Violence**,⁸² highlighting the importance of survivor-centred, rights-based and intersectional services.

SAF has technically contributed to enhancing the SOPs of **Cambodia's** Specialist Unit on Anti-Human Trafficking in order to improve gender-sensitive service provision for victims of VAW, human trafficking and labour exploitation. The SOPs, first published in 2010, were designed to combat human trafficking through investigation, research, rescuing victims, and arresting and sending traffickers to court for law enforcement. SAF supported the Government to enhance Chapter III of the SOPs, which focuses on survivor-centred interview skills and support for survivors of violence, so that crimes can be identified.

In 2023, SAF technically supported the development of the Standard Operating Procedure for Helpline Operators for Survivors of Violence against Women including Women Migrant Workers which were approved **by the Cambodia's** Ministry of Women's Affairs (MoWA) in late December. The drafted Helpline Standard Operating Procedures were shared and consulted upon with 47 Helpline service providers (31 women) from eight provinces (Kampong Thom, Kandal, Siem Reap, Preah Sihanouk, Kampong Spue, Kampong Cham, Tbaung Khmum, Banteay Meanchey) and Phnom Penh City during a two-day workshop. More specifically, 11 participants (8 women) were officers from the MoWA; 18 participants (12 women) were officers from Provincial Departments of Women Affairs; and 18 participants (11 women) were police officers. The SOPs cover the guiding principles and policies for service delivery, stages of the helping process, managing disclosures of gender-based violence, responding to difficult cases, and the introduction of the case registration form/intake form and the data collection summary form. During the workshop, participants also provided feedback and inputs to finalize the SOPs. The input was consolidated and the SOPs approved in December 2023.

In **Thailand**, based on the guidance note and the experience of developing local SOPs in Mae Sot (see also Output 2.2), SAF successfully engaged with partners in Thailand and advocated for the elaboration of a

⁸⁰ UN Women, *Ending Violence against Women in ASEAN Regional Plan of Action on the Elimination of Violence against Women: Mid-Term Review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women (ASEAN RPA on EVAW 2016–2025)*, 2021.

⁸¹ Phase 1 of the same campaign was supported by SAF in 2019–20.

⁸² UN Women, *Essential Service Package for Women and Girls Subject to Violence*, 2015.



national SOP on VAW, including violence against women migrant workers. SAF has continued to collaborate with the Department of Women's Affairs and Family Development under the Ministry of Social Development and Human Security in drafting multi-disciplinary and national-level SOPs based on the *Practical Guide: Developing Standard Operating Procedures (SOPs) for a Coordinated Response to Violence against Women, including Women Migrant Workers*⁸³ developed by SAF. The draft SOPs are designed for multi-sectoral coordination mechanisms among health, police, social and justice actors. The SOPs are in the process of being finalized. Engagement with legal experts to review and enhance the practical application of the SOPs is the next step.

In **Viet Nam**, a total of **seven** national-level SOPs were adopted by government ministries. Based on the guidance note and technical inputs provided by SAF and the UNODC in developing Indonesia's Protocol for Handling Cases for Gender-based Violence and Human Trafficking of Indonesian Women Migrant Workers during the COVID-19 Pandemic, the **Standard Operating Procedures for Supporting Overseas Vietnamese Women Victims of Violence, Abuse, Sexual Harassment and Trafficking in Persons** (MOFA SOPs) were drafted. The MOFA SOPs, which were adopted in 2022, have equipped Vietnamese foreign service officials abroad with a tool to enhance the support provided in cases of GBV and trafficking in persons at all stages of the migration journey. Furthermore, through the implementation of the SOP, Vietnamese embassies abroad are able to collect administrative data on reported cases of violence and abuse. The SOPs institutionalize the trainings that have been organized for foreign service officials by SAF, which have become a regular curriculum for newly appointed foreign service officials.

The Ministry of Justice of **Viet Nam** adopted the **Standard Operating Procedures for Frontline Justice Officials on Providing Gender-Sensitive Legal Aid and Referral Support to Other Services for Survivors of Violence and Human Trafficking**. SAF worked with the Ministry by organizing a series of consultations to provide technical support for the SOPs. The SOPs were designed for legal aid officers in all provinces and other relevant officials who provide legal aid support, including referrals to other essential services for cases involving survivors of VAW, including returnee women migrant workers. The Ministry organized training for legal aid officers on how to utilize the SOPs (see also Output 2.4). The Ministry of Public Security of Viet Nam also formalized coordinated quality service provision for survivors of violence and trafficking in persons through the adoption of the **Standard Operating Procedures for Front Line Public Security Officials on Providing Coordinated Support to Survivors of Violence and Human Trafficking**. For the development process, SAF advised the Ministry on gender-sensitive, survivor-centred, and migratory-inclusive service provision and facilitated consultations with a wide range of stakeholders, including CSOs and women's organizations. The Viet Nam Women's Union, which plays a significant role in addressing VAW by providing shelter and resources for survivors, developed and adopted the **Standard Operating Procedures for Viet Nam Women's Union Members to Provide Coordinated Support to Survivors of Violence**.

In **Viet Nam**, SAF collaborated with the Centre for Women and Development to lead an inclusive process toward the development of SOPs, and provided training for 30 hotline staff on providing quality support and referral to essential services for survivors of violence and human trafficking overseas. The SOPs were finalized and launched in 2023. The SOPs were developed through consultation with relevant stakeholders from the Ministry of Labour, Ministry of Foreign Affairs, Ministry of Public Security, Border Guard authorities, as well as hotline staff from CSAGA, Blue Dragon and Hagar and representatives from selected Vietnamese overseas agencies based in the Republic of Korea and Japan, where there is a high number of Vietnamese women migrant workers. The SOPs provide guidance to hotlines and counselling services, one stop centres,

⁸³ UN Women, *A Practical Guide: Developing Standard Operating Procedures (SOPs) for a Coordinated Response to Violence against Women, Including Women Migrant Workers*, 2021.



and temporary houses based in ten provinces and cities (Hà Nội, Quảng Bình, Thanh Hoá, Lào Cai, Quảng Ninh, Hà Tĩnh, Đà Nẵng, Cần Thơ, Hải Dương, TPHCM).

In the **Philippines**, the Department of Foreign Affairs (DFA) has been developing **Standard Operating Procedures for Referral Mechanisms among the Embassies**. At the time of report writing, the draft SOPs were still under review by the DFA. The SOPs are expected to be guiding documents for foreign service officials in embassies to support OFWs. The development of the SOPs was a result of training organized for foreign service officials by SAF in partnership with the DFA, which advocated for survivor-centred and gender-responsive protocols in response to VAW.

In **Indonesia**, **Standard Operating Procedures for Service and Referral Mechanism for Witnesses and/or Women and Victims of Gender-based Violence and Human Trafficking** was adopted through Lampung Governor Decree No. G/351/V.09/HK/2023. The SOPs were developed with technical support of SAF and have fostered collaboration among task force members and government while ensuring appropriate services and referral mechanisms are in place. The SOPs outline the services provided to survivors of VAW and trafficking, including women migrant workers, as well as the service pathway, referral mechanisms, and coordination among various agencies using a survivor-centred approach.

Also, **SOP of Service Provision for Children, Women, and Migrant Workers Subject to VAW and Trafficking in Kepulauan Riau Province**, annexed to the Gubernatorial Regulation No. 55 of 2022 on the Integrated Criminal Justice System for Women Victims of Violence and Criminal Offences were adopted along with **SOP referral mechanism in Gegesik Kidul village Cirebon District**. The latter mandates the village government to establish a special service desk at the village office for residents who will and are working abroad. It has been endorsed through the Decree of the Head of Gegesik Kidul Village No. 141.1/Kep 1/Year 2023.

In 2020, SAF supported the local government to update its SOP to respond to the pandemic and include women migrant workers' needs known as **SOP of P2TP2A in Cirebon Regency**. It was adopted through the Decree of the head of P2TP2A Cirebon Regency no 240/02/P2TP2A.

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.

In working to ensure that women migrant workers have access to quality essential services for VAW, SAF recognized that there was a lack of available data and gaps in coordination among service providers. SAF conducted scoping studies to understand these gaps and set priorities for capacity-building of regional, national and local governments, social partners, and civil society (see Output 3.3).

Building on these learnings SAF strengthened information systems and referral mechanisms, ensuring their alignment with confidentiality and safety standards and survivor-centred and rights-based approaches. Over the reporting period from 2018 to 2023, SAF has supported the development of **25 information systems** and **17 referral mechanisms** across 6 countries. The target from the ProDoc was 12 information systems and 9 referral mechanisms across 6 countries.

Information system strengthening



Training and technical support were provided to government and civil society to analyse and improve their information systems. This was guided by the ASEAN Regional Guidelines on VAW Data Collection and Use and the SAF's *Practical Guide: Standard Operating Procedures (SOPs) for a Coordinated Response to Violence against Women, including Women Migrant Workers*.

SAF **Cambodia** trained service providers on collecting and analyzing VAW data, with a specific focus on women migrant workers. The training “Statistics on Gender and Violence against Women, including Women Migrant Workers” was organized with 44 participants from CSOs working on VAW, trafficking and migration issues.⁸⁴ As of the date of report writing, twelve (12) specific cases of women migrant workers had been identified through the strengthened administrative data collection system of SAF partner Child Helpline Cambodia (CHC) (see also Output 2.4). SAF provided technical support to CHC to meet unique demands of the specific cases of Cambodian women migrant workers who have experienced violence. The CHC staff also enhanced their understanding of administrative data through workshops organized on the same topic (see Output 3.2).

SAF supported the two Helplines (093 777 900 & 085 777 900) of the Ministry of Women’s Affairs to provide consultation, counseling and referral for survivors of VAW, including women migrant workers. A total of 265 calls have been received, with 12 cases of women migrant workers.

In the **Philippines**, SAF provided technical support to the Interagency Council on Violence against Women and Children. SAF’s proposal to integrate violence against women migrant workers, regardless of their migration status, into VAW intake forms was adopted and incorporated in the draft of the VAW forms. This was piloted in selected Women and Children’s Protection desks of the Philippine National Police.

In **Viet Nam**, SAF supported Peace House Shelter, operating under the Center for Women and Development, to increase its capacity to collect migration-disaggregated data on survivors of all forms of violence. The shelter staff increased their capacity to identify and refer women migrant workers properly. According to SAF’s analysis of data, the capacity of Peace House Shelter’s personnel remained limited, which made their data collection inconsistent. The findings of the data analysis outlined the need for further technical support in the data collection process and in analysis. Based on these findings, SAF contributed to strengthening the data system of one of the helplines providing services to survivors of violence run by the Center for Studies and Applied Science in Gender, Family, Women and Adolescents (CSAGA). SAF also enhanced its documentation system, which has facilitated categorization of cases by gender, forms of reported violence, migration status, and types of service provided. CSAGA’s information system has provided support to 44 women migrant workers (see also Output 2.4). The data collected from the information system have been utilized to further improve services. During the pandemic, the statistics generated by CSAGA had shown an increasing number of domestic violence and mental health issues related to the impact of the pandemic on households.

Eight organizations in **Viet Nam** – CSAGA, Centre for Women and Development, Hagar International, Nhân Ái House from Lào Cai, One Stop Support Office (OSSO), Peace House Shelter Cần Thơ, Social Work centre Quảng Ninh, and Vie’ Nam Women’s Union – have strengthened their information systems by adopting the minimum set of violence against women administrative data,⁸⁵ including for cases involving women migrant workers. The minimum set of data was discussed among these organizations through workshops on strengthening data collection and referral for survivors of violence, organized by SAF and the Center for

⁸⁴ Per Spotlight Indicator 5.1.5 – Number of women’s rights advocates with strengthened capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG.

⁸⁵ UN Women, *Improving the Collection and Use Administrative Data on Violence against Women: Global Technical Guidance*, 2022.



Women and Development, and has resulted in enhanced consistency in recording of and reporting on VAW cases.

In **Indonesia**, as a result SAF advocacy and technical advice provided to six partner CSOs supporting survivors of violence including women migrant workers – Mawar Balqis, Kabarbumi, Koalisi Perempuan Indonesia (KPI), Perkumpulan DAMAR, Yayasan SAPA, Yayasan Embun Pelangi – these CSOs agreed to use a standardized intake form. This mechanism also helped them record the violence that women migrants experienced during their migration journey. To date, 447 cases of violence against women migrants have been recorded in the information systems of these organizations (see Output 2.4). SAF supported the Ministry of Foreign Affairs to strengthen its mobile app “Safe Travel” so it is more accessible to women migrant workers to get information. The app was previously developed by MOFA to provide information for Indonesian citizens abroad. With SAF support, this app will be enriched with information and features that may prevent women migrant workers from violence and trafficking. The project will continue in 2024 with further support from the Migration MPTF.

In **Malaysia**, SAF contributed to enhancing the data collection and analysis system of the Women’s Aid Organization (WAO) to gain accurate disaggregated information on the cases of survivors of violence who accessed 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, and ICT-based harassment) and the characteristics of the caller (for example, Malaysian, refugee or migrant). As of the time of report writing, WAO had recorded 927 cases of women migrants who sought support from the organization (see Output 2.4)

In **Thailand**, a standardized case record form was developed at the community level, which was integrated into the local SOPs developed in three provinces: Bangkok, Chiang Mai, and Mae Sot (see the section on “Referral mechanisms” below). In 2022, these three provinces created a common data collection system to better document, monitor and track cases involving women migrant workers who have experienced violence. This has allowed these three provinces’ referral mechanisms to cross-monitor trends in relation to cases of violence against women migrant workers to improve their service provision. The data is managed with full consideration for survivors’ safety and privacy. The common data system reported 67 cases of women migrant workers accessing referral services in Mae Sot during the project period (see also Output 2.4).

Referral mechanisms

Based on the findings of the scoping studies mentioned above, which revealed the lack of coordination among stakeholders addressing violence against women migrant workers, a multi-year regional capacity-building strategy was developed in 2019. It has aimed to enhance coordination for a better response to the needs of women migrant workers at the regional, national and subnational levels. As part of the strategy, SAF developed a training module on coordinated quality services for women migrant workers subject to violence (see also Outputs 2.4 and 3.1), which was delivered in Cambodia, Indonesia, the Philippines, Thailand, and Viet Nam.

To build momentum and advocate for the importance of quality, coordinated services to address violence against women migrant workers across ASEAN, and also an exchange platform for good practices and knowledge, SAF organized a multi-stakeholder regional dialogue on “Coordinated Quality Services for Ending Violence against Women Migrant Workers”, which was attended by government officials, employers, trade unions, recruitment agencies and CSOs from nine countries in ASEAN. The programme also issued a policy brief highlighting the importance of having national, local and (wherever possible) cross-border referral



mechanisms (see also Output 2.4). As a result, SAF was requested to provide technical support for the enhancement of local referral pathways in Cambodia, the Philippines, Thailand and Viet Nam.

During the pandemic, having updated referral mechanisms was of paramount importance to ensure a timely response to violence and quality service provision. SAF supported partners to enhance and update their referral pathways as part of SOPs. Key information and the contact details of the existing essential services for women migrant workers across the countries were consolidated by SAF into a regional *Service Directory for Women Migrant Workers in the ASEAN Region* as well as into country-specific service directories for the Lao People's Democratic Republic, Malaysia, the Philippines, Thailand and Viet Nam to increase the accessibility of these services and to enhance referrals. The developed service directories were circulated to service providers, government officials and women migrant workers. For women migrant workers, in particular, a postcard version of the *Regional Service Directory for Women Migrant Workers in the ASEAN Region*⁸⁶ was disseminated in English, Khmer, Bahasa Indonesia, Malay, Laotian, Myanmar language, Tagalog, Thai, and Vietnamese, with contacts available in Cambodia, Indonesia, the Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Viet Nam (see also Output 3.1). The service directory has facilitated referrals by making it easy to obtain necessary information on relevant service providers. Services featured in the directory cover those related to the health, police, justice, social, and labour areas; hotlines and shelters; and other specific service providers offering essential services (or multi-sectoral services) for women migrant workers who have been subject to violence (see also Output 2.3).

Thailand

At the provincial level in Mae Sot on the Thailand–Myanmar border, and in collaboration with the Ministry of Social Development and Human Security and the Office of the Attorney General, SAF coordinated a consultation meeting with various stakeholders to draw attention to frontline service providers working in the fields of health, social, and justice services, and aiming to enhance the existing referral system. During the consultation, all 39 stakeholders endorsed the need to strengthen the capacity of frontline service providers to deliver quality services to women migrant workers. Based on this decision, SAF organized two sets of trainings for frontline service providers (see Output 2.4). Based on the recommendations from the consultation meeting, SAF Thailand developed and finalized local SOPs on VAW prevention in the context of Mae Sot. The SOPs are focused on women migrant workers, aiming to strengthen the VAW coordination and referral mechanisms in the target area. The SOPs incorporated inputs from the participants of a workshop on VAW service coordination (see Output 2.4). Key service providers in Mae Sot established the Mae Sot Gender-based Violence Working Group (see also Output 2.4) to develop migratory-inclusive, gender-sensitive local SOPs, thus strengthening coordination mechanisms among members. The SOPs encourage cross-sectoral coordination between both government and CSO service providers in Mae Sot, a region characterized by a large population of migrants from Myanmar. A total of 13 agencies in Mae Sot, ranging from government organizations to CSOs, developed SOPs to ensure that coordinated essential services were available for women migrant workers who had experienced violence. During the SOP development process, focus group discussions were organized with women migrant worker survivors of violence, who shared their challenges and real-life experiences in accessing services. This influenced service providers and made the developed SOPs more survivor-centred and gender-sensitive. The Mae Sot GBV Task Force has provided support in 67 cases of violence against women migrant workers (see also Output 2.4). The SOP development process was guided by SAF through the practical guide⁸⁷ on how to develop SOPs.

⁸⁶ UN Women, *Violence against Women Service Directory for Women Migrant Workers in the ASEAN Region*, 2021.

⁸⁷ UN Women, *A Practical Guide: Developing Standard Operating Procedures for a Coordinated Response to Violence against Women, Including Women Migrant Workers*, 2021.



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

Similar SOPs were elaborated in Chiang Mai and Bangkok, where there are large populations of migrant workers from Myanmar. Eleven agencies in each province (government and CSOs) developed the SOPs to ensure that coordinated essential services were available for women migrant workers who had experienced violence (see also Output 1.4 for services offered to Myanmar women migrants in Bangkok). The SOPs were guided by the experiences of women migrant workers through three focus group discussions, which contributed to more survivor-centred and gender-sensitive SOPs.

Indonesia

With SAF support, a local referral system was established in West Java to provide standardized quality referral services to survivors of violence and trafficking. This was formalized through internal SOPs among three organizations: (i) Technical Implementation Unit of the Integrated Service Center for Empowering Women and Children (P2TP2A); (ii) Women's Crisis Center (WCC) Mawar Balqis; and (ii) WCC Pasundan Durebang. The SOPs were developed through consultations with key service providers in West Java, aiming to connect service providers from different sectors (including labour actors) and to ensure that the SOPs are survivor-centred and migrant-inclusive. Furthermore, with the Department of Women's Empowerment and Child Protection (MOWECP) of Cirebon District West Java, P2TP2A contributed to the development of an MOU with two local hospitals and the establishment of a permanent shelter for survivors.

In Riau Island, Lampung and East Java, essential service providers agreed on the key principles and procedures for handling VAW cases, including those involving women migrant workers, by establishing three local referral mechanisms with SOPs to clarify the roles and responsibilities of each actor. The SOPs included procedures to support returnee women who had repatriated during the COVID-19 pandemic. These local SOPs were developed using a collaborative process based on the Guidance on the Protection of Women Migrant Workers during COVID-19 and the Protocol for Handling GBV against Women Migrant Workers and Trafficking during COVID-19, developed by MOWECP with technical support from SAF. The *National Service Directory* was developed to complement the SOPs (see Output 2.4).

In Batam, an 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 women migrant workers. As a result of the MOU, women migrant workers could access health services from the hospital without charge in locations where they had been subject to violence and/or trafficking. With technical support from SAF, the SOP 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).

In addition, a Protocol (Module) for Handling and Assisting Cases of Indonesian Migrant Workers (Modul Penanganan dan Pendampingan Kasus Pekerja Migran Indonesia) was established by Keluarga Besar Buruh Migran Indonesia (Kababumi) – a CSO network providing services to victims of trafficking and survivors of violence across Indonesia. The module was built off of the national protocol developed by MOWECP for handling cases of VAW and human trafficking of Indonesian women migrant workers during COVID-19. It has established standards and principles for the application of a survivor-centred approach and gender-sensitive service provision among frontline workers, including their roles and responsibilities in referral pathways. The protocol was endorsed by the Labor Department and Women and Child Protection



Department of Cilacap District before being disseminated to the CSO networks to support returnee women migrant workers across the country.

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

Cambodia

SAF contributed to a discussion and review of the zero draft of the Referral Mechanism Guidelines for Victims of Human Trafficking led by the Ministry of Social Affairs, Veterans and Youth Rehabilitation. A total of 64 participants from relevant ministerial departments and frontline service providers at the national and subnational levels participated in this discussion. Moreover, SAF built a directory of available services at the national and provincial levels for women migrant workers who had experienced violence and/or were victims of trafficking in persons. The service directory covers all 25 provinces in Cambodia, providing contact information for job referral and placement agencies; psychological, legal and medical counseling services; vocational training; shelters; embassies in major destination countries, and regional organizations in ASEAN working on women migrant workers' rights and protection.

SAF supported the Ministry of Women's Affairs with both financial and technical inputs to Helpline SOPs, and contributed to the capacity-development of helpline operators to be able to apply rights-based and survivor-centred principles to strengthen the quality of essential services. In Basedth District, women were better able to access quality services through various entry points within the Gender-based Violence Working Group (GBV-WG). The GBV-WG was established in Basedth District with the Provincial Department of Women's Affairs as the leading institution for coordination, with 12 other governmental agencies and CSOs as its members. The GBV-WG adopted the local-level SOPs for Responding to Violence against Women, Including Women Migrant Workers, developed in collaboration with SAF and its partner CARE International Cambodia. The SOPs include frontline workers from social, police, justice, health and labour actors to provide coordinated services for survivors of violence, including Cambodian returnee women migrant workers (see also Output 2.4).

The Philippines

SAF engaged the Interagency Council on Violence against Women and the Interagency Council against Trafficking on enhancing existing referral mechanisms on VAW and trafficking in order to better integrate and respond to the needs of women migrant workers – taking into account the different stages of migration. The need to establish a referral mechanism emerged during a series of trainings organized by SAF (Output 2.4), with the expectation that this mechanism would serve as a point of convergence between service providers and key stakeholders working to prevent VAW and trafficking.

Viet Nam

SAF discussed with the Ministry of Public Security about the existing gaps in local referral mechanisms for cross-border migrants subject to violence and trafficking. Based on these consultations, SAF supported the Ministry of Public Security to establish a referral mechanism in Thanh Hoa and Ha Thin for women migrant



workers who had been subject to violence and/or trafficking. This partnership was aligned with the implementation of the 2016–2020 National Anti-Trafficking Action Plan, and contributed to strengthen the capacity of frontline service providers and enhance coordinated services to women migrant workers subject to violence, abuse and trafficking. SAF provided inputs to ensure the SOPs could enhance the capacity of frontline service providers in communicating with survivors with a survivor-centred attitude.

Myanmar

Survivors of violence, victims of trafficking and returnee women migrant workers could receive better-coordinated referral services through a network of CSOs. Based on the service directory agreed upon by 35 organizations, this informal network of CSOs could make referrals more systematically in cases of VAW (including those involving women migrant workers). The service directory acts as an informal referral pathway among the service providers, and was validated through a consultation organized by SAF partner in Myanmar.

Due to the political context in Myanmar, the participating organizations agreed to keep the referral mechanism informal rather than officializing through a local SOP. The service directory will be regularly reviewed and updated by the participating organizations.

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 migrants⁸⁸

Peer groups and community level networks of potential and returnee women migrant workers have been further strengthened in the period between 2018 and 2023. By the reporting period in 2023, networks had organized activities and provided information to women migrant workers and their families, with a total of **445,333** community members having been engaged in peer network activities to prevent VAW and trafficking in persons. In addition, **322,270** women migrants were reached out to by women’s networks and CSOs with information materials on safe migration, VAW and services available for women migrant workers. The target from the ProDoc was 7,500 migrant women and 2,750 users of community-based and women-led networks.

As SAF shifted its stakeholder engagement from community-based activities in person to online engagement, the number of community-based and women-led network users involved in preventing VAW and trafficking increased far more than expected. Online engagement made it easier for the networks to understand whether the users received the information and whether they had taken certain actions after they received the information (for example, downloading the application and joining the group). However, as engagement was organized online, precise sex-disaggregation of the users remained challenging on certain platforms, such as mobile applications or websites.

Indonesia

At the national level from 2018 to 2023, over 23,514 Indonesian potential and returnee women migrant workers were informed about their rights and opportunities in the context of labour migration through a series of information sharing sessions on the linkages among EVAW, trafficking and migration. During the same

⁸⁸ 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 or discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services.



period, a total of 110 (73 women) village and community leaders and CSO staff have been trained, which contributed to enhancing their networks to support women migrant workers. In collaboration with Kalyanamitra, SBMI Cirebon, Lampung Timur and Tulungagung Regency started providing women migrants with information on financial and legal literacy related to the Migrant Protection Law No.18/17. Other networks that contributed to information dissemination on the rights of women, labourers, and migrants in the context of labour migration included Gema Karya Migran Indramayu, Garda BMI Majalengka, PPSW Pasoendan in Sukabumi and Cianjur, KAMI Cirebon and Cianjur, and Migrant Care Indramayu. In 2019 SAF also enhanced the capacity of 11 branches of 5 CSOs and women's networks working in West Java by providing a series of training on EAW, trafficking and labour migration. This capacity-building enabled the groups to effectively provide information directly to women migrant workers by organizing community-level outreach activities, thereby contributing to ensuring Indonesian women's safe and fair migration (see also Output 1.2).

Networks of village leaders and community representatives enhanced their understanding on gender, VAW and trafficking issues. Through partnerships with Indonesian CSOs – Kalyanamitra, WCC Mawar Balqis, WCC Pasundan Durebang, Perkumpulan DAMAR, KPI, Yayasan Embun Pelangi, and Yayasan SAPA – a series of trainings and public discussions were organized with village officials and community leaders aimed at developing potential women migrant workers' and their families' knowledge of key issues related to migration, VAW and trafficking in persons. The engagement with the community leaders was identified as a strategic entry point by SAF, since village leaders could influence community members and their help-seeking behaviours.

With support from SAF, village-based women's centers for information, complaints and advocacy under the Indonesian Women Coalition (KPI) were established in six villages in East Java. These are villages where many of the residents work abroad. The 6 women's centres namely: Kepiring Berseri Women's Center and Suci Bersinar of Jember Regency, Ratoh Ebhu Women's Center and Srikandi Women's center in Ging Ging Village of Sumenep Regency, Sumber Sukses Women's Center and Jagad Berseri Women's Center in Tamanagung Village of Banyuwangi Regency. Following the SAF Programme, these village-based women's centres continued to thrive and became hubs of information and advocacy for women in the villages, not only on migration issues but expanding to other issues related to the interests of women in their communities, such as positive parenting and gender equity in households.

Furthermore, trainings for paralegal officers from women's networks and for local government officials in Cirebon, Banyuwangi, Sumenep, and Jember District were organized to strengthen their capacity on case management of VAW and trafficking in persons through better coordination among frontline service providers and referrals. By the close of the programme, more than 50 paralegal officers had been trained. These capacity-building activities enabled the target groups to effectively provide information to women migrant workers by organizing community-level outreach activities to ensure safer and fairer migration. As a response to the pandemic and with SAF's support, PPE kits and a list of available services were also distributed to 3,000 Indonesian returnee women migrant workers by the Ministry of Social Affairs. The support of the Indonesian Government to returnee women migrant workers was featured in the series "Lives on the Frontline: Reaching Women Migrant Workers Amid the COVID-19 Pandemic" (see also Output 3.3).⁸⁹

Myanmar

In 2018 SAF organized an orientation meeting with the Civil Society Organization/Labour Organization Network for Migration and the Violence against Women Technical Working Group. The one-day peer-to-peer dialogue held in Yangon served as a key opportunity to exchange information on the role of women's and migration networks to better respond to the needs of returnee women, including through the use of innovative

⁸⁹ Available at: <https://asiapacific.unwomen.org/en/news-and-events/stories/2020/12/lives-on-the-frontline-naiyapak-chaipan>.



information communication technology (ICT). Participants agreed on engaging with local ICT companies to elaborate innovative ICT solutions to increase the access of returnee women to coordinated quality services. Based on the outcome of the meeting, the team further explored partnerships and collaborations with the Ministry of Labour, Immigration and Population; the Ministry of Social Welfare, Relief and Resettlement; the Ministry of Health; the Attorney General's Office; Myanmar Police Force; and Ministry of Foreign Affairs. This was halted due to the political crisis.

SAF began engaging in peer networking activities in Myanmar in 2019 through a formal partnership with a CSO in the Kachin, Kayin and Taninthayi regions. A total of 296 women migrant workers, including returnees, were reached out to through community-based initiatives supported by SAF. During the COVID-19 pandemic, the partner performed outreach in nine quarantine centres in partnership with SAF. SAF pivoted programme activities to respond to the emerging needs of women migrant returnees during the pandemic by disseminating information on the risks related to the pandemic, including violence and trafficking, while building the capacities of staff and volunteers at quarantine centres to raise awareness of VAW and how to address it. For returnee women migrant workers, the partner CSO organized seminars and workshops on women's rights, labour rights, safe migration, violence and trafficking, and COVID-19, packaged together with dissemination of PPE and meal kits as well as providing case management services to those in need. The information shared with returnee migrants empowered them with increased knowledge on their rights, opportunities and contacts in case they needed support during the migration cycle. Information packages were distributed to both women and men, recognizing the key role played by men in preventing violence against women within their communities. The "Safety Planning for Violence against Women during the COVID-19 Pandemic" postcard, developed by SAF, was also distributed to returnee women migrant workers in Kayin State through the partner CSO, Migrant Monitoring Group, and Kindness Women. During the pandemic, women also received new skills training, including handicrafts workshops, organized by the partner CSO in collaborating with SAF. However, due to the escalating armed situation in the target province, Myawaddy, a number of local markets and businesses were closed, which prevented the trained participants from starting businesses.

Community-level prevention activities in Myanmar focused on building the capacities of peer groups to create a supportive community environment for women migrant workers. A total of 44 leaders of peer groups in Kachin and Kayin states (39 of them women) built their knowledge on safe migration and VAW through a series of workshops organized by implementing partner CSOs, with support from SAF. Through the workshops, the leaders learned more about safe migration procedures and ways to avoid risks associated with migration, particularly irregular migration. The leaders who took part in the workshops were expected to share information and promote safe migration and interventions on VAW within their own communities.

Cambodia

A total of 33,973 users have been engaged through the interactive voice response (IVR) system of the Child Helpline Cambodia (CHC) hotline, which was established with technical support from SAF. Through the IVR system, callers learned about safe migration, VAW and the services available both in destination countries and in Cambodia. The IVR system provides an alternative option for users – including those with reading difficulties and those who may not want to communicate with counselors directly due to privacy concerns – to access essential information on VAW. Technical support from SAF ensured that the IVR system provides accurate information and presents the information in a sensitive way to callers, who might possibly include survivors of violence and victims of trafficking. The IVR system, directly operated by CHC, serves as a platform for those who want to learn more about VAW, safe migration and the available resources for Cambodian women migrant workers.

The CHC mobile application "My Journey" has been downloaded by 4,688 users by end-2023 and was active on 1,900 devices. The My Journey app was developed by CHC in 2021 based on technical inputs from SAF



and the UNODC. The app includes a step-by-step mechanism that illustrates the stages of the labour migration process, identifying specific requirements for individual migrants at each stage of their migration. The app also includes practical information on services available for women migrant worker survivors of violence, both in countries of destination and in Cambodia. To maximize its user-friendliness, the information in the application is available as text, videos, animations, and audio for users of all literacy levels. If necessary, the user can make a direct call to CHC to access more in-depth information and counselling services. The application includes contacts and refers to the National Service Directory for Cambodian Women Migrant Workers, developed by SAF in 2020. The app was strongly promoted among potential, current and returnee women migrant workers through various channels, and outreach sessions were held to disseminate information about the app in four provinces (Battambang, Siem Reap, Banteay Meanchey, and Kampong Thom). In addition, 191 potential migrant workers at the Korean Language Training Center participated in a learning session on safe migration organized in 2021, which included an introduction of the My Journey app.

In addition to the online space, three Cambodian peer networks in Trat Province in Thailand and six peer networks in Basedth and Kampong Seila districts in Cambodia have continue to engage with potential and returnee women migrant workers in person. By the reporting period in 2023, peer leaders had strengthened their community outreach skills and provided input to capacity-building training for frontline service providers in collaboration with the Gender-based Violence Working Group at the district level. Overall, these peer networks demonstrated an increase in confidence and gains in skills that can be assets to sustaining network activities and grassroots movements for “women-support-women” peer networks. The members of the peer network groups reached 1,208 women (of 1,712 total) with information on safe migration and VAW.

As part of initiatives taken by peer networks, and in collaboration with SAF and CARE Cambodia, participatory photography projects built on feminist and participatory principles were organized, focusing on enhancing the agency of participants and empowering women migrant workers through developing their skills in self-expression, reflection and critical thinking. By the reporting period in 2023, women migrant workers had joined the photography workshops in Trapeang Krasang District in Phnom Penh and Basedth District in Kampong Speu

Thailand

By end-2023, a total of 30,677 potential migrant workers (22,385 women) were reached with information on VAW, services for safe migration, and their rights as women migrant workers. During COVID-19 pandemic, information on the pandemic and the risks of VAW were disseminated in Bangkok, Chiang Mai, and Mae Sot (areas of high numbers of women migrants from Thailand) through local networks of the National 1300 Hotline, Friends of Women Foundation, Proud Association, MAP Foundation, FLEP, Migrant Women Project, and the CSO Rights Beyond Borders, all of which are SAF partners. The information on the risks of VAW were disseminated through radio programmes, while copies of the Safety Plan were also delivered face-to-face along with PPE kits. Around 3,000 PPE kits were distributed with information package on VAW to migrant workers in Samut Sakorn as an urgent response to the second wave of COVID-19 in Thailand from 2020 to 2021. The Safety Plan, which includes key information for women migrant workers such as contact information for service providers for survivors of violence, was translated into the Shan language upon the request of members of a local CSO.⁹⁰

Current and potential women migrant workers in Thailand can also pursue self-learning on safe migration, VAW, and available services through the “Smart Domestic Workers” mobile application. The app was developed by Foundation for Labour and Employment Promotion (FLEP) with support from SAF, and

⁹⁰ Shan is a local language used on the Thai–Myanmar border by an ethnic minority group who have migrated from Myanmar to Thailand.



provides content in English, Khmer, Myanmar language and Thai. During its development process, the members of community networks and women-led organizations provided feedback to make the app more user-friendly and better reflect the needs of potential and current women migrant workers. The app includes practical information on the services available to women migrant workers and survivors of violence in Thailand. The app is designed to increase the ability of potential, current and returnee women migrant workers to access accurate information to prevent and respond to violence, including contacts of service providers in Thailand. By the reporting period in 2023, 372 users had downloaded the app.

The Philippines

Through a partnership with the Department of Agriculture's Philippines Rice Research Institute, SAF organized workshops on violence against women migrant workers for the Department of Agriculture employees who manage programmes for women migrant worker returnees. In addition, these employees also learned about helplines available for psychosocial services, including those provided by the Babaeng BiyaHero Psychosocial Support Team (BBPS Team). A total of 151 employees (77 of them women) participated in the workshops.

The Babaeng BiyaHero campaign also engaged with users via a website and mobile application developed for potential, current and returnee women migrant workers and their families. The website and the mobile application were funded by SAF, and had 50 users for the app and 10,599 website users by the reporting period in 2023.⁹¹ Together, the website and mobile app served as an online information hub for Filipino migrant workers, providing access to a comprehensive downloadable service directory featuring the National Service Directory for Filipina migrant workers (see also Output 3.1). If women migrant workers needed more in-depth services from counsellors, they could contact the BBPS Team through the website or the mobile app. These online tools facilitated timely and effective provision of psychosocial support and repatriation of some Filipino migrant workers during the COVID-19 pandemic (see also Output 2.4). For instance, the BBPS Team provided information on psychosocial care and mental health to support 12 women (from 16 users in total) who requested more in-depth information.

In all, the Babaeng BiyaHero campaign reached out in person to a total of 10,816 women migrant workers and their families by the end of the programme. Through a partnership with the Batis Center for Women, 158 community members (128 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 and services available to women migrant workers, including for women who have experienced violence, in countries of destination and the Philippines. They were also introduced to the resources directly available from 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 VAW (see also Outputs 1.3 and 1.4).

There are several initiatives around raising awareness of VAW in migration in the Philippines. As of the time of report writing, 12,338 (8,056 women) potential, current and returnee migrant workers had shared their knowledge and experiences of migration, especially with a focus on the intersectionality of their identities and challenges as Filipina migrant workers through various events. During one workshop organized by SAF's partner, WLB, participants shared how various intersecting contexts of marginalized women could inhibit them from exercising their agency during the migration journey. From the workshop, participants were able to identify several recommendations to increase their substantive participation within their localities to address violence against women migrant workers and to create safe and fair migration opportunities for Filipina women.

⁹¹ Due to the nature of website visits and the application downloads, the gender of visitors/downloaders could not be disaggregated.



In Cebu and Urdaneta City, Pangasinan, 266 potential women migrant workers (of 279 total) joined activities designed to build and strengthen networks among women migrant workers and to connect them with service providers. Led by SAF's partner, the Institute for Politics and Governance, a series of dialogues among women migrants and between women migrants and service providers (including government officials) were organized at the local level in 2022. For women migrants, capacity-building workshops increased the participants' understanding of their rights through their diverse identities as Filipina migrant workers. The increased understanding led to further skills' building on advocacy, which was utilized during the advocacy meeting with the service providers and city governments. The peer networks of women migrant workers reached 376 more women (out of 445) with information packages on migrants' rights and safe migration.

As for leadership in peer networks, some returnee women migrant workers were appointed as peer leaders for the initiative **"Women on Wheels"** led by SAF partner the Batis Centre for Women. The initiative aimed to increase awareness on violence against women migrant workers by engaging with community members through women migrant worker leaders. Through the initiative, five leaders were provided with bicycles to reach out to their neighbors and communities with information packages, such as service directories. Furthermore, 47 more women were mobilized as community leaders and peer supporters through community-level activities organized by the Batis Centre. With the Women on Wheels Ambassadors, the community leaders reached out to 86 women (of 116 total) with information on safe migration, violence against women migrant workers and services available in countries of destination. A total of 3,082 (2,041 women) potential and returnee migrant workers have been engaged through face-to-face and online communities created by SAF partner Coalition Against Trafficking in Women – Asia Pacific (CATW-AP). A series of community activities were held on the rights of women migrant workers as well as discussions on key concepts related to violence against women and TIP. The online group was created via Facebook for potential and returnee women migrants in Malia, Caloocan and Pandi in Bulacan Province. With support from SAF and CATW-AP, the group members have supported each other to build and strengthen networks among women migrant workers.

Through activities organized by SAF's partner, DAWN, 60 women gained skills in sewing, patternmaking and handloom weaving. In addition, 300 (245 women) participants received information materials on GBV, TIP and the rights of women migrant workers along with service directories through community outreach activities organized by DAWN.

Viet Nam

As of the reporting period in 2023, a total of 272,811 (232,077 women) potential, current, and returnee migrant workers had been reached out to and been engaged via peer networks.

In 2021, 74 women migrant workers joined community peer groups in Ha Thin and Then Hoa provinces to share their knowledge on safe migration and VAW, aiming to create a supportive environment for potential and returnee women migrant workers. Through capacity-building workshops organized by the Institute for Social Development Studies and Viet Nam Women's Union, the peer group members learned more about gender equality, types of VAW, information tools, and quality support services in destination countries. A peer network group that was created through these workshops has continued its work online to exchange information on safe migration and VAW with its members. The online community has three Facebook groups where they actively share updated information on labour migration, VAW, and services available for women migrant workers in both destination countries and in Viet Nam.

Potential, current and returnee women migrant workers created ten networks in Lao Cai, Thanh Hoa, Nghe An, and Ha Tinh, – all areas from which many migrant workers leave for work overseas. SAF's partners – the Institute for Social Development Studies and the Viet Nam Women's Union – supported the creation of



these networks, offering safe spaces for migrant workers to share their own experiences and exchange information on safe migration, including how to avoid risks and abuses during the migration cycle. The members have been connected with each other via Facebook or Zalo, a widespread chat app in Viet Nam. The total number of the online community members **had reached 269,764 (229,030 women)**. **These online networks are becoming a powerful channel to disseminate information on safe migration** and increase awareness of violence against women migrant workers.

In 2023, 894 women migrant workers were reached through six community-based networks on safe migration that are actively operational in the three provinces of Thanh Hoa, Lao Cai and Nghe An. The network members meet together and mobilize new members to discuss various issues relating to labour migration, for example, financial literacy, borrowing loans, and how to determine whom to trust.

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

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

Services provided to women migrant workers⁹²

Enhancing the capacities of frontline service providers across the region has been a priority for SAF to ensure access to quality coordinated services for VAW. From 2018 to 2023, **5,792** frontline service providers enhanced their skills in quality coordinated services for survivors of violence, including women migrant workers across the ASEAN region. The target in the ProDoc was 2,800 migrant women served in 8 countries with a minimum of 1 training per year, with 1,040 service providers trained and at least 6 joint task forces established and strengthened.

At the beginning of the SAF programme in 2018, a multi-year partnership agreement was finalized with the UNODC within the context of the UN Reform and in line with the principle of “Delivering as One”. The UNODC contributed to the development of tools and referral mechanisms across frontline service providers and policymakers working in the justice and in the law enforcement sectors based on their areas of expertise related to crime, trafficking, law enforcement and data collection.

The programme advocated for and contributed to the creation of a Task Force for Media Production Development related to the forthcoming ASEAN Campaign to Eliminate Violence against Women and Anti-Human Trafficking. The Task Force, officially established in 2018 guided the ASEAN-EVAW and Anti-trafficking Campaign -with national and regional priorities.

To advocate for enhanced coordinated quality services to respond to violence against women migrant workers in the ASEAN region, SAF organized a Regional Dialogue in 2019 on “Coordinated Quality Services

⁹² SAF Indicators 2.3.2 and 2.4.1 are per Spotlight Indicator 4.2.2 – “Number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms or discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services”.



for Ending Violence against Women Migrant Workers”, which saw the participation of 120 stakeholders from nine ASEAN countries working on EAW, trafficking and/or labour migration, including representatives of groups facing multiple and intersecting forms of discrimination. These stakeholders identified ways to improve coordination mechanisms, cross-border cooperation and referrals across ASEAN countries. As a result of the Regional Dialogue, 28 recommendations were jointly developed and summarized in a policy brief (see Output 3.1),⁹³ which was used by SAF for further advocacy. The Regional Dialogue was also an opportunity to enhance the capacities of a wide range of partners (80 government officials, 14 workers’ organizations and 26 CSOs) on rights-based norms, attitudes and behaviours towards women migrant workers.

Two training packages were developed to guide training of frontline service providers: “Coordinated Quality Essential Services for Women Migrant Workers Subject to VAW” and “Skills for Providing Quality Services for Women Migrant Workers Subject to VAW for Front Line Service Providers”. By applying these tools, service providers’ capacities were enhanced in Cambodia, Thailand, Indonesia, Viet Nam, and the Lao People’s Democratic Republic (see country details below).

The COVID-19 pandemic required enhancing the capacities of frontline service providers across the region to respond to urgent demands of women migrant workers who faced increasing risks of violence and abuse. As one of the immediate responses to the COVID-19 pandemic, 13 CSOs and service providers as well as 32 UN staff across the region participated in a webinar on EAW and migration organized in partnership with the Regional Emergency GBV Advisor team from the GBV Area of Responsibility to build the capacities of partners across the region and SAF staff members who had never worked in emergency contexts. As the pandemic continued, hotlines were identified as one of the key service providers during lockdowns and travel restrictions. In 2020 a total of 23 VAW and labour migration hotlines operators from ASEAN and beyond enhanced their capacities to provide relevant services and respond to the emerging needs of women migrant workers, in particular through a webinar training organized by SAF titled “Remote Service Provision for Migrant Women: Global and Local Knowledge Sharing”. As a result of the webinar, a brief on technology-based remote service provision was drafted and disseminated in 2021. The brief was used as a guide for those who provide technology-based remote services via hotlines and chatbots (see also Output 3.1).

Recognizing the importance of women migrant workers experiencing violence being able to access quality services regardless of it being a period of emergency, a “Checklist for Ensuring Quality Coordinated Services for Women Migrant Workers” (in draft; see also Output 3.3) was produced in 2020 by SAF with the aim of enhancing service providers’ accountability. The Checklist was elaborated based on the “Core Elements and Quality Guidelines”⁹⁴ developed by UN Women, UNFPA, WHO, UNODC, and UNDP to serve as a tool for service providers to conduct an internal assessment to determine whether the services they provide were efficiently responding to the needs and rights of women migrant workers subject to violence. Considering the importance of evidence-based programming and service delivery, a training tool was developed and piloted through a “Webinar Series on Violence against Women and Girls Data Collection and Use” organized by SAF. As a result, 159 participants from government agencies and service providers across the region deepened their understanding of various types of data on violence against women and girls, aiming to develop evidence-based advocacy materials to showcase the importance of the inclusion of VAW service delivery in COVID-19 response strategies (see Output 3.2).

⁹³ Available at: <https://asiapacific.unwomen.org/en/digital-library/publications/2020/01/coordinated-quality-services-for-ending-violence-against-women-migrant-workers>.

⁹⁴ For more information, see: <http://www.unwomen.org/en/digital-library/publications/2015/12/essential-services-package-for-women-and-girls-subject-to-violence>.



Because the demand for technological solutions to continue service provision to survivors of violence increased throughout 2020 and 2021, SAF was required to focus on how technology could be used in a safe way to protect the privacy and safety of survivors, including women migrant workers. Hence, in 2021, SAF and UN Women organized a series of webinars on safe technology. Three webinars provided opportunities to 186 service providers and peer educators from ASEAN and across Asia and the Pacific (168 of them women) to enhance their capacities to provide relevant remote services to women migrant workers. These three webinars facilitated networks between VAW service organizations and technology companies such as Facebook and WhatsApp to meet the survivor-centred principles of privacy, confidentiality. The participants learned about practical techniques to safeguard the safety, privacy and confidentiality of women survivors of violence while providing them with remote services through different technological applications. The discussions, lessons learned and tips for practitioners were consolidated within three technical briefs^{95 96 97} available in six languages (see also Output 3.1). Participants also included staff from the ILO, IOM, UNFPA, UNICEF, UNU and UN Women, all of whom expressed interest in learning more about online risk management.

In 2021, a pool of 20 trainers (all of them women) on quality coordinated services for survivors of VAW, including women migrant workers, was created through a series of seven training-of-trainers (ToT) sessions in which the 20 certified trainers built upon their knowledge of quality services aiming to address VAW, including women migrant workers. The main objective of the ToT sessions was to support the rollout of local training in ASEAN countries, using national languages to enhance the provision of quality coordinated services for women migrant workers. As a result, SAF and UN Women contracted some of these certified trainers to use as facilitators of trainings for service providers. Following the ToT training in August of 2021, the certified trainers reported that they had facilitated 76 frontline workers' skills by providing training on quality coordinated services. In line with one of SAF's priorities, 38 frontline workers (31 of them women) developed SOPs on the basis of shared experiences and lessons learned from their local and national activities during a webinar organized to introduce the SOP Guide (see also Outputs 2.1 and 3.1). During the webinar, practical step-by-step guidance was given to develop SOPs addressing VAW in **Indonesia, the Philippines, Thailand, and Viet Nam.**

In 2022 ASEAN Member States, women migrant workers' representatives, labour migration stakeholders, and private sector partners developed their knowledge and skills to respond to violence against women migrant workers during a workshop on the second phase of the ASEAN Regional Campaign on Ending Gender-based Workplace Exploitation. The workshop to design the second phase of the ASEAN Regional Campaign was organized on 4–5 July in Bangkok and attracted 91 participants. The participants brainstormed campaign messages on preventing and addressing gender-based exploitation at workplaces, with a special focus on women migrant workers. A campaign strategy was developed through the two-day workshop organized by the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) supported by the ASEAN Secretariat, Dell Technologies, the Asia Foundation, and SAF. Support for this regional-level campaign became part of the recommendations from the mid-term review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women (2016–2025), which was conducted by the ACWC and the ASEAN Committee on Women (ACW), collaborating with UN Women. SAF also supported a women migrant worker to share her experiences during the workshop (participation reported under Objective 1).

⁹⁵ UN Women, "Safe Technology for the Provision of Services to Women Migrant Workers at Risk of or Subject to Violence", Spotlight Initiative Technical Brief, 2021.

⁹⁶ UN Women, "Remote Service Provision for Women Migrant Workers at Risk or Subject to violence", Spotlight Initiative Technical Brief, 2021.

⁹⁷ UN Women, "10 Things to Know About Violence against Women Migrant Workers", 2021.



Viet Nam

A total of 1437 (1146 women) frontline service providers were trained from 2019 to 2023. As a result of the Regional Dialogue in 2019 on “Coordinated Quality Services for Ending Violence against Women Migrant Workers”, the Ministry of Foreign Affairs (MOFA) requested SAF’s support in enhancing the capacities of Foreign Service Officials working overseas and of embassy officials globally to better assist Vietnamese citizens abroad, including women migrant workers, who were exposed to violence. The subsequent training organized in Viet Nam was the first of a series of initiatives engaging with foreign service officials. From 2020 to 2023, trainings facilitated the skills and knowledge of a total of 95 (60 women) **Vietnamese consulate officials** on gender, EAW, labour migration and trafficking by using the regional training tool developed by SAF based on guiding principles for handling cases of violence and trafficking. The trainings for foreign service officers were focused on basic principles in supporting survivors of violence and on providing coordinated services between the countries of destination and Viet Nam. With technical support from SAF, in 2020 MOFA finalized its SOPs for Diplomats on Providing Coordinated Services for Survivors of Violence and Human Trafficking (see also Output 2.2) to formalize procedures for supporting Vietnamese citizens abroad.

Since 2019, in collaboration with the Ministry of Justice, SAF organized a series of trainings of legal professionals for 134 central and provincial justice officials on adopting rights-based and survivor-centred approaches to handling cases of violence against women, including women migrant workers. In 2022, 90 key members of the Committee for Advancement of Women at the provincial and district levels from Thanh Hoa, Nghe An, and Lao Cia increased their knowledge of laws, policies and services related to women migrant workers. The training was organized in partnership with the Viet Nam Women’s Union, and was focused on current legal frameworks and services available to support women migrant workers, including those who had experienced violence during their migration journey. As important policy advocates at the provincial level, the training workshops enhanced coordination among service providers and addressed the gaps in services for women migrant workers in their provinces.

In addition, 146 legal aid officers from ministries, legal aid centres, lawyer associations and people’s courts were trained to implement the SOPs for Frontline Justice Officials on Providing Gender-Sensitive Legal Aid and Referral Support to Other Services for Survivors of Violence and Human Trafficking, developed by Viet Nam’s Ministry of Justice with support from SAF (see also Output 2.1). The training focused on providing gender-sensitive legal aid and referral support for survivors of VAW and trafficking in persons. Three training sessions were organized in Can Tho, Da Nang, and Quang Ninh. As of the time of writing the report, a total of 134 frontline legal officers had been trained.

With support from SAF, VAW hotlines provided services to women survivors of violence, including women migrant workers. An increasing number of calls were received from women survivors of violence seeking support; 44 women migrant workers reached out to hotlines of the Viet Nam Women’s Union at the Center for Studies and Applied Sciences in Gender – Family – Women and Adolescents. In partnership with SHARE, SAF training sessions enhanced the capacities of 42 social workers (all women) on the provision of support to survivors, including on taking a survivor-centred approach to counselling, as well as self-care for social workers (CSO frontline workers).

In 2023, with SAF support 480 representatives from the Viet Nam Women’s Union are better equipped to ensure efficient referral to essential services for women experiencing violence and human trafficking, as a result of 12 training workshops for leaders of provincial, district and commune-level Women’s Unions organized in Lao Cai, Thanh Hoa and Nghe An provinces to promote the application of SOPs in providing coordinated services for survivors of violence and human trafficking.



Thirty CSO representatives (27 women) were also better equipped to provide efficient referrals as a result of a one-day training workshop for hotline staff on SOPs aimed at providing support and referrals to essential services among survivors of violence abroad. In addition, 200 female government representatives developed their capacities to handle women's protection/trafficking issues in a coordinated manner as a result of four regional training-of-trainers workshops (including one that was combined with the national Launching of the national SOPs) for criminal police officers on the application of gender-sensitive investigation guidelines.

SAF with IOM also supported the repatriation process of 47 Vietnamese women in Myanmar who were TIP victims (see box 11 in the 2021 annual report). The Vietnamese took COVID-19 tests, which at the time were mandatory for repatriation to Viet Nam, and while at the COVID-19 test centre, through the Vietnamese service directory, these women received information on violence and related services available in Viet Nam (see also Output 2.3). All 47 survivors were repatriated safely to Viet Nam and have received individual case management.

Cambodia

A total of 14 trainings were provided for 678 (357 women) frontline service providers to improve their skills on survivor identification and interview techniques for survivors of VAW and trafficking, and to strengthen their knowledge on quality coordinated service provision for women migrant workers. In 2019, in collaboration with the Cambodia National Committee for Counter Trafficking and the Cambodian National Police and Royal Gendarmerie, SAF enhanced the capacities of a total of 337 frontline service providers on: the intersectionality among labour migration, trafficking and VAW; applying a survivor-centred approach to interventions; and how to ensure better coordination for quality service provision to women migrant workers. Based on this training, the staff of the Poipet Transit Centre, among others, provided services to 311 (174) women migrants.

By the reporting period of 2023, the CHC had provided services to 1176 women migrant workers through [\(through helpline and group counseling\)](#), information sharing, referrals and case management. A total of 28 frontline workers (18 of them women) from five SAF partner organizations – CWCC, CARE International Cambodia, CHC, Women's Media Center (WMC), and Raks Thai Foundation – also enhanced their communication skills with women migrant workers who had experienced violence through training that explored the type of information that service providers should share with survivors (see Output 1.4). Afterwards, SAF's partner CHC organized a similar training for 14 local government officials and frontline workers (out of 25 participants) to enhance their skills in supporting survivors.

Regarding self-care of service providers, frontline workers in Cambodia were equipped to better understand the importance of their own well-being and self-care skills if they were to continue providing quality support to survivors of violence and trafficking. A total of 63 members (25 of them women) of the technical working groups on GBV in Banteay Meanchey, Kampong Speu Province, and Kralanh, Siem Reap Province, strengthened their skills in conducting remote primary counseling 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 reports of burnout by frontline service providers during the pandemic. By the reporting period in 2023, the hotline of the Ministry of Women's Affairs had received 144 cases, out of which 4 (four) were identified as women migrant workers.

SAF also supported the Ministry of Women's Affairs to enhance their administrative data system through the introduction of minimum data sets for cases related to violence against women migrant workers.

Indonesia

A total of 1148 (741 women) frontline service providers improved their skills on survivor identification and interview techniques for survivors of VAW and trafficking in labour migration, and strengthened their



knowledge on quality coordinated service provision for women migrant workers. Through these services, 1,552 (1,413 women) migrant workers have been supported. SAF organized seven training sessions on delivering quality services for women migrant workers subject to violence and trafficking, enhancing the capacities of 189 frontline service providers from different government departments and CSOs in Bandung, Cirebon, and Jawa Barat. The training sessions included communication skills to effectively respond to survivors and provide psychosocial support for them.

During the pandemic, frontline workers had relied on the Guidance on the Protection of Women Migrant Workers during COVID-19 and the Protocol for Handling GBV Women Migrant Workers and Trafficking during COVID-19 (“COVID-19 GBV Protocol”), which was developed by the MOWECP with support from SAF. In line with the implementation of the COVID-19 GBV Protocol at the national and local levels, a series of workshops were conducted with 103 frontline workers (87 of them women) participating. At these workshops, frontline service providers, migrant worker communities and recruitment agencies learned about the principles involved in supporting women migrant workers, 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 labour migration CSOs and networks joined a follow-up training to learn more about handling VAW and TIP cases. The participants subsequently reported that the training had allowed them to learn more about the gendered aspects of labour migration and their impacts on women migrant workers’ vulnerability to violence and TIP. The participants, from sectors that included justice, social, police and labour services, also learned about establishing a coordination system together with essential service actors.

A number of workshop series were also organized by Perkumpulan DARAM and KPI. Through these workshops, around 198 frontline service providers (126 women) learned about the importance of providing quality coordinated services to survivors of violence. Other trainings organized by SAF attracted 319 (out of 326) women migrant workers and returnee women migrant workers. As a result of these workshops, eight referral mechanisms were developed with local SOPs (see also Output 2.2).

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

Tailored trainings for justice actors were organized to enhance legal service provision and justice systems for survivors of violence, including women migrant workers. In Cirebon District, 18 paralegal case workers (14 women) increased their understanding of case management for cases involving violence against women and trafficking in persons. The three-day training, organized by SAF’s partner Mawar Balqis, aimed to build the capacities of community case workers to provide quality support to survivors of violence and trafficking, including women migrant workers. In addition, 69 justice actors (34 women) gathered at a training organized by SAF partner Komnas Perempuan to identify challenges that survivors of VAW and trafficking in persons faced when they attempted to access essential services, especially legal services. The participants, which included both government and CSO representatives, shared experiences and knowledge from different perspectives, which contributed to the development of the local referral mechanism in Kepulauan Riau Province and its local SOPs (see also Output 2.2).

Furthermore, 18 frontline workers (11 women) from government and NGOs in West Nusa Tenggara Province participated in a pilot training organized by Komnas Perempuan. The training focused on gender and human rights perspectives concerning women who are living with or affected by HIV/AIDS in the context of migration, and covered key concepts of gender, migration, VAW and HIV/AIDS, with a specific focus on challenges



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

In 2023, 47 stakeholders (22 women) working on VAW and migration increased their understanding of Gubernatorial Regulation No. 55 of 2022 on the Integrated Response System for Women Victims of Violence and Criminal Offences in Kepulauan Riau Province as a result of a collaborative workshop supported by SAF and led by Komnas Perempuan, the Riau Islands Provincial Office of Women's Empowerment, Child Protection, Population Control and Family Planning (DP3AP2KB), and Yayasan Embun Pelangi.

SAF supported the Ministry of Foreign Affairs to deliver a two-day training to **147** consular officers (67 women) from 59 Indonesian overseas missions in 37 countries that increased their knowledge and understanding of various forms of VAW, including against women migrant workers, in addition to developing their communication skills and their understanding of services for supporting women migrant workers who have been subjected to VAW and trafficking in persons.

Malaysia

SAF provided training for frontline service providers, which also included private sector industries. A total of 62 private sector company representatives participated in a series of training organized by SAF initiatives. This included three pilot training sessions organized by Lead Women, through which representatives (all of them women) of 11 private sector companies learned more about how to address sexual harassment within their supply chains. The private sector employers were identified as strategic partners and as duty bearers that provide direct support to women migrant workers who experienced violence at the workplace, in addition to working to prevent such violence (see Output 1.2). The pilot training was completed 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 **We Empower Asia programme**, UN Women and Business for Social Responsibility (BSR). The Women's Aid Organization (WAO) promoted the skills of representatives of 51 (27 women) private sector companies on addressing sexual harassment across the supply chains. These pilot training sessions demonstrated the need for more training on sexual harassment in the workplaces among other companies that did not participate in these sessions.

A total of 178 social workers and volunteers from the WAO (all of them women) involved in the management of hotline calls were trained through ten training sessions that 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 the WAO based on a survivor-centred internal protocol. Between September 2020 and end of-2023, the WAO assisted 1,146 women migrants⁹⁸ in Malaysia using the helpline and WhatsApp. With support from SAF, the WAO contracted full-time interpreters in Bahasa Indonesia, Tagalog and Vietnamese so that women migrants in Malaysia who were not fluent in Malay could access the hotline services. These interpreters were also trained by the WAO on the hotline services and basic interview techniques.

The Philippines

SAF conducted a total of 19 training sessions for 782 (553 women) participants from frontline service providers, including local government agencies, workers' associations and CSOs, to strengthen their skills in coordinated quality services for survivors of violence, including women migrant workers, at the national

⁹⁸ WAO did not disaggregate according to categories of migrants whom they supported. In Malaysia, the categorization of migrant workers is broad. For this reason, the expression of "migrant" has been used in reporting WAO's work.



and local levels. After the training sessions were conducted from 2019 to 2023, a total of 4,175 (2,620 women) migrant workers received assistance from these trained frontline service providers.

In 2019, three training sessions were organized for 122 participants, including frontline service providers and government officials working both at the local and national levels, which included recruitment agencies, women's rights organizations offering services on VAW and trafficking, migrant groups, and labour unions. The training sessions focused on quality coordinated service among the legal, medical and psychosocial sectors through an improved referral mechanism for women migrant workers who experienced violence. A total of 33 service providers (29 women) strengthened their skills on service delivery and quality coordination to respond to cases of violence against women migrant workers. The Babaeng BiyaHero Psychosocial Support (BBPS) Team was created by SAF, which assisted 36 women migrant workers (37 in total) in receiving remote psychological first aid, online counselling, case management and referral services, including repatriation to the Philippines. Upon request, the team also contacted women migrant workers' families and provided them with information and financial assistance due to inability to receive remittances. The team also provided support to seven women frontline workers who were experiencing high levels of anxiety during the pandemic.

In 2021 SAF continued to support training for frontline service providers. In Cebu, where local organizations from the essential service sectors were finalizing the launch of a local referral mechanism supported by SAF, 2,297 women migrant workers (from a total of 3,734) were assisted by frontline service providers. Of these, 96 were supported in their repatriation during COVID-19. In addition, 221 women migrant workers received psychosocial support, including counselling for those distressed during the pandemic. The BBPS Team, in particular, provided psychological first aid to an additional 47 frontline workers (38 of them women) who were supporting survivors of violence.

Two training sessions were jointly organized by SAF, the Women and Gender Institute, and the Gender and Development Secretariat of the DFA in 2022. The training focused on responding to violence against women migrant workers. The participants learned 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 for foreign service officials by the MOFA of Viet Nam, with support from SAF.

In addition to the training, the Department of Foreign Affairs (DFA), with technical support from SAF, developed an SOP for foreign service officials to improve the referral system for Filipino survivors of violence abroad (see Output 2.1). To date, 22,598 women migrants (of 34,481 total), including survivors of violence, were supported by Philippines embassies and consulates in the ASEAN, Middle East and North Africa regions. The migrants received referrals to legal, health, police and other essential services for survivors of violence or received direct assistance from the embassies on safe migration procedures. The DFA has recorded these cases as part of administrative data they collect on their support for Filipino migrants, especially for those who experienced violence while abroad. With technical support from SAF and UN Women, foreign service officials who provide services – including crisis support to OFWs – have a better capacity to respond to reports of VAW (see Output 1.2).

At the national level, tailored technical training has built the capacities of police officers on survivor-centred protocols and referral pathways. The training was organized in partnership with the Philippine Commission on Women and the Philippine National Police. The local-level training sessions were organized in Cebu, Urdaneta City. The training focused on strengthening the service delivery and coordination skills of frontline workers at the local level to respond to violence against women migrant workers through multi-sectoral coordination. After the training, National Police in Quezon City, Zamboanga and General Santos City supported 38 returnee women migrant workers (of 40 total) to report violence and trafficking-in-persons



cases. Furthermore, in 2022, 54 returnee and current women migrant workers (of 73 total) received referral and psychosocial support services from the Women’s Legal and Human Rights Bureau (WLB), an SAF partner. Together with these services, the WLB also provided information on safe migration, benefits for women migrant workers, and the services available in countries of destination (see also Output 2.3). Two Champions of the SAF’s Babaeng BiyaHero campaign supported 23 women through the OFW Negros Occidental Federation and Mindanao Migrant Center for Empowerment and Advocacy. These women migrant workers received legal, health, social and referral services related to violence against women migrant workers. In Talisay City and Marikina City, 60 (57 women) frontline service providers built their skills, knowledge, and capacities on survivor-centred protocols and referral pathways, to support women migrant survivors of violence at OFW centres.

In 2023, SAF continued to support the capacity-development of frontline service providers with 34 female government and community-based organization (CBO) representatives receiving paralegal trainings to respond efficiently to the cases of VAWG against women migrant workers. In addition, training was provided to equip government and CBO representatives to better communicate with women migrant workers by using storytelling, public speaking and digital literacy. This training was delivered to:

- 21 female government and CBO representatives from Tabaco City, Albay;
- 21 female CBO representatives from Quezon City;
- 21 female government and CBO representatives from Talisay, Bacolod City, Negros Occidental.

Thailand

From 2019 to 2023, a total of 11 trainings were provided to 497 (300 women) frontline service providers to strengthen their capacities. In 2019, SAF organized three training sessions aimed at enhancing the capacities of a total of 238 frontline service providers from government, CSOs and women’s networks. This included the “National Workshop on Coordinated Quality Services for Ending Violence against Women”, which was also attended by participants from the Lao People’s Democratic Republic and provided an opportunity to identify concrete strategies to enhance cross-border cooperation between Thailand and the Lao People’s Democratic Republic in the field of VAW service delivery, including violence against women migrant workers. A training on “Delivering Coordinated Quality Health Services to Women Migrant Workers Experiencing Violence Against Women” was organized for health service providers from 33 hospitals and health centres at the provincial, district and subdistrict levels. SAF Thailand also held a consultative workshop for government frontline service providers from ten piloted districts of Bangkok to share and discuss experiences, approaches, best practices and challenges related to coordination mechanisms and service delivery to women and girls, including women migrant workers, who have experienced violence. After the trainings, health service providers reported that they provided better-informed medical assistance to 56 women migrants.

A total of 61 helpline operators (47 women) of the Thailand national 1300 hotline under the Ministry of Social Development and Human Security became qualified to respond to calls from survivors of violence and trafficking in persons through a training organized by SAF. The training focused on respectful and gender-sensitive ways to manage cases and how to refer them to other relevant essential service providers. As the lack of 24/7 interpretation services was pointed out as one of the barriers to women migrant workers accessing VAW services, SAF continued to support the 1300 hotline by providing Khmer and Myanmar language interpreters.

In addition, 49 frontline workers and CBOs (46 women) in Bangkok and Chiang Mai enhanced their skills in responding to VAW through trainings organized by three of SAF’s CSO partners – FLEP, the MAP Foundation, and the Migrant Women Project. With SAF support, these three training sessions aimed to



increase the quality of coordinated services for survivors of violence, including women migrant workers. The training sessions were organized as continued technical support in the implementation of local SOPs developed with support from SAF. As most of the participants were members of task forces established to develop these 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 reported that 104 total cases of violence against women migrant workers had been referred through the two Gender-based Violence Task Forces in Bangkok and Chiang Mai. In Mae Sot, 32 women migrant workers who were subjected to violence received psychosocial counselling and referral services from SAF's partner, Rights Beyond Borders, through a psychosocial hotline jointly operated by Rights Beyond Borders and Mae Sot Hospital, based on a protocol formally agreed upon between the two.

In Bangkok and Chiang Mai, police officers strengthened their service provision skills through a series of trainings organized by the Association for the Promotion of the Status of Women (Bangkok) and the MAP Foundation (Chiang Mai). A total of 63 officers (4 women) participated in the training, which covered the key elements of VAW, including myths and misconceptions about VAW and the importance of coordinated quality services. In Mae Sot, 31 community leaders (2 women) enhanced their knowledge of GBV and how they could provide informal support to survivors of violence through a training organized by SAF's partner, the Migrant Women Project. The training focused on the basic principles of survivor-centred and migratory-inclusive support that community leaders were supposed to provide to survivors of violence.

Myanmar

Four trainings were provided to frontline service providers to improve their capacity to respond to the specific needs of women migrant workers who have experienced violence in the context of Myanmar's current political situation. A total of 63 frontline workers received training. During the pandemic, training sessions were organized by a partner CSO, targeting frontline service providers at quarantine centres. The training focused on quality coordinated services for women migrant workers who experienced violence. Fifteen frontline service providers (11 women) who successfully completed the training reached out to the selected communities to provide services and organized awareness-raising activities (see also Output 2.3).

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

Throughout 2021 and 2022, one-off cash assistance of 150,000 kyat (approximately US\$90) was provided as a VAW prevention measure to some of the most vulnerable women migrant workers affected by COVID-19 in the Thaninthayi region and conflict-affected areas in Kachin State. The cash assistance allowed women to invest in income-earning activities, thereby reducing their vulnerability to traffickers or brokers. To initiate the cash assistance, ten social workers (seven of them women) from SAF's CSOs partners in Myanmar built their knowledge on cash transfer programming, including its benefits and risks. The training focused on engagement with target groups (women migrants and their families); assessing selection criteria for cash recipients; managing risks associated with cash transfer programmes; and organizing follow-up activities after the transfers.

Sixty-nine women (from a total of 73) received group counselling during sessions organized by a partner CSO in 2021. The counselling 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 women migrant workers who had been repatriated to Myanmar due to COVID-19 and the country's prevailing political situation. Fifty women (of 53 total) received similar group counselling sessions organized by the



partner CSO in 2022. In addition, one Myanmar returnee woman migrant worker and her child accessed legal aid services for survivors with direct support from SAF and the partner CSO.

Joint task forces

A key objective of the SAF programme was to bring together diverse stakeholders by creating and expanding joint task forces (among other strategies). Joint task forces bring together different sectors such as criminal justice, labour, immigration and VAW to focus on women's protection. Participants included government and civil society organizations, and through these joint task forces coordination between sectors was increased, improving the quality-of-service response to women migrant workers subject to VAW. Such initiatives aimed to build understanding among women migrant workers who continued to be at risk of facing violence and abuse even if they were able to gain agency, increase their income and make positive contributions to the communities and countries through their migration. Fifteen (15) joint task forces were established in 5 countries from 2019 and 2023:

- In **Cambodia**, SAF supported the expansion of subnational GBV Working Groups from 10 to 18 provinces, and promoted the notion of violence against women migrant workers as being part of GBV experienced by Cambodian women.
- In the **Philippines**, SAF contributed to establishing one task force on promoting a campaign on safe migration pathways for women – the NPAC Task Force on Campaigns. The task force consists of representatives from 12 government agencies, the private sector, labour unions, CSOs and women's groups, who joined forces to virtually share inspiring stories of women migrant workers from the Philippines and to conduct face-to-face awareness-raising activities on safe and fair migration. These awareness-raising activities were conducted by active engagement of frontline service providers, training institutions, and other key stakeholders. Furthermore, SAF Philippines advocated for establishing an interagency task force specifically focused on women migrant workers who were subject to violence. It was discussed during a multi-stakeholder meeting with members of the existing local Interagency Council on Violence against Women and the local Interagency Council against Trafficking in Davao City, Philippines. During COVID-19, the Babaeng BiyaHero team in the Philippines, supported by SAF, also established a task force to provide remote psychosocial support and referral services to women migrant workers who have experienced violence, abuse and/or trafficking, both in the Philippines and abroad.
- In **Malaysia**, under the leadership of MAPO in 2020, a Technical Working Committee for the National Action Plan for Trafficking in Persons 2021–2025 was formed to coordinate the different inputs by various government agencies, CSOs and UN agencies representing ERAW, labour migration and anti-trafficking stakeholders. SAF joined the technical working committee to ensure that the efforts on anti-trafficking in Malaysia could respond to the needs and unique vulnerabilities of women migrant workers (see also Output 2.1).
- In **Indonesia**, seven village task forces were set up in: Desa Tanen and Desa Sukorejo in Tulungagung District; Desa Sumber Lor and Desa Babakan Gebang in Cirebon District; Desa Pugung and Desa Sidorejo in Lampung Timur District and Pekon Ambarawa in Lampung City. These task forces have aimed to support village governments with data collection on migration and violence against women migrant workers (see also Output 2.2) and to share information on safe migration and organize local-level campaigns for the purpose of awareness-raising on violence against women migrant workers. The task forces consist of the village apparatus, representatives of village organizations, women's organizations and returnee women migrant workers. The task forces have facilitated local referrals for women migrant workers who have experienced violence and trafficking in persons.
- In **Thailand**, three joint task forces were established in Bangkok, Chiang Mai and Mae Sot with a total of 25 member organizations. In Chiang Mai, the joint task force was established under the leadership



of one of SAF's partners, FLEP, to enhance the accessibility of information and services for women migrant workers and survivors of violence. The primary purpose of the joint task forces were to develop local-level SOPs and referral mechanisms (see also Output 2.2). The three joint task forces also collaborated for cross-regional referrals and to standardize administrative data collection on cases of violence against women migrant workers.

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

SAF's programming under Objective 3 from 2018 to 2023 addressed the development of knowledge products; supported the collection and sharing of sex-disaggregated international labour migration statistics (ILMS) and administrative data on violence against women migrant workers; and supported the use of awareness-raising, outreach and campaign interventions to address negative public attitudes and stereotypical narratives concerning women migrant workers. Through its interventions and partnerships, SAF:

- Developed and contributed to 180 knowledge products addressing different facets of women's labour migration in the ASEAN region (Output 3.1).
- Improved the submission of sex-disaggregated ILMS from 45 percent to 55 percent (as of 2023 submissions to ILMS), and built the capacity of 276 government officials on the collection and analysis of violence against women migrant workers (Output 3.2).
- Conducted 56 campaigns and 144 public awareness-raising events, reaching over 35 million people with messaging on the positive contributions made by women's labour migration, the importance of safe migration, and the importance of preventing and addressing violence against women migrant workers (Output 3.3). This outreach, including through online channels, became even more important as the pandemic created restrictions in face-to-face meetings and contributed to narratives of migrant workers being disease carriers.

During the reporting period, the programme supported over 250 government agencies, employers' organisations, trade unions, workers' associations, CSOs (including women's organisations, community and grassroots groups), academia, and media organisations throughout the region with both technical and financial support towards their work in protecting the rights of women migrant workers and addressing violence against women migrant workers. This surpassed the figures anticipated during inception period when the target was set to 46 governmental and civil society organizations.

Annex E provides a list of all the organizations supported by SAF (Specific Objective Indicator 3.2). All of these organizations were working alongside the SAF in contributing towards programme outcomes. References to their involvement in the implementation of interventions can be found throughout this report. See also Annex C, which lists the CSOs that have been financially supported by SAF since 2018.

Throughout its programming cycle, 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).

Rating of public knowledge, attitudes and practices (KAP)



The ILO had conducted surveys on public attitudes towards migrant workers in 2010 and in 2019. On the basis of the 2019 study *Public Attitudes towards Women and Men Migrant Workers in Thailand, Malaysia, Singapore and Japan*, SAF set a baseline of the following KAP scores: Thailand = 29; Malaysia = 12; and Singapore = 13. The target was to maintain these KAP scores in the “hope that attitudes towards women migrant workers do not become more negative, given the KAP Index numbers declined from 2010 when last measured”⁹⁹.

The targets intended to measure how SAF campaigns have supported a positive change in public attitudes, but they also noted “the positive work achieved through the campaign component of Safe and Fair could at any time be undone by sensational and negative news reporting about migrant workers (generally or specifically in relation to women) in destination countries and other external factors beyond the control of Safe and Fair”¹⁰⁰.

In 2023, towards the end of its programming, SAF carried out another public attitudes survey in Malaysia, Singapore and Thailand for its endline. The endline study adopted the same set of questions as the 2019 study, and adopted the same online access panel methodology as the 2019 study. However, it did not follow the same KAP Score Model, as some methodological concerns and the relevance of such a score were raised during the inception phase. Keeping in mind the contextual changes, questions related to COVID-19 and attitudes towards migrant workers with diverse sexual orientation, gender identity and expression and sexual characteristics (SOGIESC) were also added.

The 2019 KAP study identified 15 statements as the basis for developing its index rating. Since the same questions were asked in the 2023 survey, with a comparable set of respondents, it is possible to make comparisons of changes in public attitudes by looking at the responses to the 15 key statements (those who agreed completely with the following statements):

	Malaysia - % of respondents who agreed with the statement		Singapore - % of respondents who agreed with the statement		Thailand - % of respondents who agreed with the statement	
	2023 (n=1 000)	2019 (n=1 009)	2023 (n=1 000)	2019 (n=1 005)	2023 (n=1 000)	2019 (n=1 034)
Knowledge						
Domestic workers do not have the same work benefits as other workers	31	26	41	51	23	17
There is a labour shortage for low-skilled workers doing routine manual work	49	53	57	59	55	44
Migrant workers contribute positively to the national economy	47	30	69	58	49	32
If the migration process is complex or expensive, more migrants will come irregularly*	51	69	57	74	45	68
The crime rate is not impacted negatively by migrant workers	9	8	34	31	16	13
Attitude						
Migrant workers should not receive the same pay and benefits as local workers	12	21	16	15	19	13

⁹⁹ Safe and Fair, Baseline and Target-Setting Report, 2019.

¹⁰⁰ Safe and Fair, Baseline and Target-Setting Report.



Our country does not need low-skilled migrant workers from other countries	13	21	37	7	18	15
Migrant workers are a drain on the national economy	17	14	29	7	13	11
We should make it more difficult for migrants to come and work in this country	13	29	25	12	12	16
Migrants commit a high number of the crimes in this country	7	18	26	7	8	23
Practice (compliance)						
Spoke out against someone saying offensive things about migrants	20	21	23	16	19	21
Helped a migrant integrate into their community or get ahead in their work	27	22	27	19	28	29
Spoke to friends about some positive contribution migrant workers have made	34	36	37	30	34	33
Encouraged someone who hires a domestic worker to pay for the work permit	33	32	50	49	39	43
Report to the police or NGO when someone was found employing migrant child worker	54	54	40	30	44	32

Note: **Green** indicates increased knowledge/positive changes in attitudes and practices; **red** indicates a decline.

Overall, in Thailand there can be seen a positive improvement in knowledge, attitudes and practices in 9 statements; in Singapore a positive improvement in 7 statements (but a decline in attitudes); and in Malaysia, a positive improvement in 8 statements.

On the statement “*If the migration process is complex or expensive, more migrants will come irregularly*”, detailed responses show nuances: while there is a worsening in knowledge; some respondents also recognized the impact of the crisis in Myanmar on migration patterns in this region, especially in Thailand and Malaysia.

The 2023 survey also asked the following question to respondents: *Since the COVID-19 pandemic, would you say you have become more or less supportive of migrant workers?* Singapore respondents replied most favourably to this question, reflecting also how during the worst of the pandemic, migrant workers’ terrible housing conditions became national headlines and raised awareness of migrant workers’ living and working conditions among the Singaporean public. Yet this support for migrant workers due to COVID-19 is not reflected in Singaporeans attitudes towards migrant workers. One possibility may be that the decline in attitudes reflects growing fears of a shrinking economy and of migrants “stealing” jobs – so high is the anti-migrant sentiment in the country, that it was addressed by the Finance Minister in the 2022 budget debate.¹⁰¹

In relation to women migrant workers, however, Singapore respondents showed the most improvement in KAP for the rights of women migrant workers.

Finally, the 2023 survey also added new questions in relation to public attitudes towards migrant workers with diverse SOGIESC. Public opinion in Malaysia, Singapore and Thailand differs greatly regarding policies for LGBTI migrant workers. While Singapore and Thailand show more considerable support for LGBTI migrant workers having equal rights, opportunities, pay and work benefits, Malaysia takes a more conservative stance.

¹⁰¹ See: Calvin Yang, “S’pore Must Not Let Anti-Foreigner Sentiments Take Root or Become Inward-Looking”, in *The Strait Times*, 2 March 2022.



In conclusion, while there has been a steady increase in support for women migrant workers' rights, and in knowledge and practices related to migrant workers in general, the worsening in attitudes – especially in Singapore – means that more efforts are needed to improve KAP in the country. The survey indicates that in countries of destination, it may not just be the COVID-19 pandemic itself, but the aftermath of the pandemic and its impact on the local economy that may have played a role in understanding why KAP towards migrant workers can differ. In countries where local populations are finding themselves in positions of greater vulnerability, their self-identified threshold of accepting new migrants in their community may be lower.

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

Quality of women migrant workers' participation in international events

The active participation and contribution of women migrant workers in regional and international forums on gender, EAW and labour migration issues is essential to amplifying their voices and ensuring women migrant workers' influence in decision-making processes. As the key target group of programming, SAF continued to support women migrant workers to actively participate in regional and international events. Following their participation in these events, some of these participants shared their knowledge and experience with others. From 2018 to 2023 **11 women migrant workers created blog posts** reporting participation in these various events. Below are summaries of notable blog/vlog posts by women migrant workers concerning their participation in regional events:

- **Data on migrant workers in Taiwan, China**
Anita Anggraini is an Indonesian migrant domestic worker in Taiwan, China. She participated in a cross-border workshop on safe and fair migration. After her participation, she produced vlogs to share information about the situation of Indonesian women migrant workers in Taiwan, China, as well as about their labour rights and protection and the social, economic and health services available to migrant workers in Taiwan, China, during the COVID-19 pandemic. As of the date of writing, over 3,000 YouTube users have viewed the video, which is available at: <https://www.youtube.com/watch?v=ULY3wXD1hqA>.
- **Empowering migrant women: Safety, fairness and rights for migrant workers**
Ms Yadanar is a woman migrant worker from Myanmar. She works in Thailand, where she is also a migrant volunteer in her community, supporting her peers with translation during outreach activities. She participated in the ASEAN Regional Workshop on the Development of the ASEAN Campaign on Ending Gender-Based Workplace Exploitation, Phase 2, during which she drew on her life experience to speak of the need for accessible complaints and grievance mechanisms for those who have experienced violence at work. Her participation in the event made her feel confident, and she mentioned that she was glad to share the plight of other women migrant workers from Myanmar with an international audience that included senior Thai Government officials. Her participation in the event, raising issues of women migrant workers, resulted in the emphasis that migrant workers should be one of the target groups in the new phase of the ASEAN campaign. Her blog post about her experience is available at: <https://www.wvi.org/stories/empowering-migrant-women>.
- **Domestic worker experiences: “Ending Violence Against Women Through Organizing Themselves”**
Ms Nasrikah is an Indonesian woman migrant worker working in Malaysia. As a field facilitator supporting women migrant workers' organizing, she participated in the regional webinar series on “Shaping Attitudes and Perceptions” where she shared her experiences using organizing to empower migrant domestic workers to address negative stereotypes and xenophobia towards women migrant workers that condone



exclusion, discrimination and even violence, as well as exploitation and trafficking, especially towards migrant domestic workers. She also shared good campaign practices to build positive narratives on labour migration, and particularly on women migrants' roles as agents of change in their communities. One example that she was shared was the documentary *Rasa dan Asa*, which has been viewed by over 300 members of the public. Her experiences at the webinar have been shared in a blog post available at: <https://wansid.wordpress.com/2022/09/01/domestic-worker-experiences-ending-violence-against-woman-through-organising-themselve/>.

See Annex G for a list of the key international conferences and blog/vlog posts by women migrant workers.

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

The media is a powerful tool to draw attention to the situations of women migrant workers, contributing to increasing public awareness, understanding and counter narratives while facilitating public discussion on anti-trafficking, ERAW and migrant worker-related issues. SAF actively promoted its knowledge products by publishing articles to national, regional and international media outlets. SAF also disseminated its knowledge products and research outputs at key international and national events. From 2018 to 2023, SAF's knowledge products have **117 media references**, including radio, print, television, podcasts and online media.

See Annex G for a list of media references to the knowledge products developed by SAF.

Knowledge created

SAF identified critical gaps in knowledge and evidence across the ASEAN region. The programme undertook innovative research and the development of knowledge products. These were shared with stakeholders and media outlets.

From 2018 to 2023, SAF produced and disseminated a total of **180** research studies and knowledge products to stakeholders. In addition, a total of 81 translations were completed. These contributed towards capacity-building, evidence-based policy and programme development, awareness-raising, addressing negative social norms and changing entrenched negative attitudes related to VAW and women migrant workers. See also the knowledge products on the [Spotlight Initiative COSI Extranet](#) or **Annex D** for a complete list of knowledge products and translations.

Output 3.2 – Capacity of relevant ministries and national statistics offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.

Sex disaggregation of national labour migration data

Sex-disaggregated international labour migration statistics (ILMS) are a key source of information for evidence-based labour migration policy design and implementation. Every year, ASEAN Member States contribute national-level labour migration data to the ILOSTAT database on ILMS. While the collection of ILMS data has been ongoing in the ASEAN region since 2011, it was characterized by inconsistent collection among Member States and gaps that needed to be addressed. This being the case, SAF initiated systematic national level trainings and workshops on coordination of data collectors.

During the six years of programme implementation, to improve the collection, submission and use of sex-disaggregated labour migration data, SAF supported national-level capacity-building on ILMS in seven ASEAN countries (**Brunei Darussalam, Cambodia, Indonesia, Lao People's Democratic Republic,**



Myanmar, the Philippines and Viet Nam), strengthening capacities and coordination to improve the generation, collection and sharing of ILMS data (reported in detail under Output 1.2).

These capacity interventions contributed to regional-level actions of the ILO; at the annual technical meetings of the focal specialists on ILMS in ASEAN¹⁰², SAF advocated for the collection and use of sex-disaggregated ILMS data with the ILMS focal points of the ten ASEAN Member States and supported any capacity-building requests that emerged from the regional technical meetings.

When SAF was designed in 2017, 40 per cent of ASEAN country submissions to the ILO's ILMS Database for the year had been sex-disaggregated. This increased to **55 per cent** for submissions made in 2023. One of the lessons learned during the national workshops was that strengthening collection and the use of sex disaggregated labour migration data also requires changes at the political level. To a greater or lesser extent, ASEAN Member States tend to: (i) not collect data on labour migrants in their country or from their countries; (ii) not share the information that is collected; or (iii) not adequately coordinate data collection. SAF continued to address these national level changes during the national workshops and saw some positive changes, as evidenced in the result. However, comprehensive changes will require continued long-term support and political will.

Capacity-building on violence against women migrant workers administrative data¹⁰³

The capacities of VAW administrative data systems were strengthened to support service providers to collect adequate data and periodically reassess the data collected, helping to identify trends in the types of help sought by survivors, as well as the frequency and severity of the types of violence experienced and patterns related to accessing services. Analysis of this summary data collected from each sector guides the continuous development of prevention and response actions.

Regionally, SAF engaged participants from government organizations and service providers across ASEAN to deepen their understanding of the various types of VAWG data and their uses through the “Webinar Series on Violence against Women and Girls Data Collection and Use” organized by SAF. The five webinars explored practical systems on how VAWG data are collected, analysed and used, with a focus on administrative data. As a result of the webinars, countries identified priorities for capacity-development and the need for the Guidance Note on Violence against Women Migrant Workers Data Collection – Challenges, Risks and Good Practices that was then used to guide good practices on Ethical Data Collection for VAW migrant workers. Between 2019 and 2023 key capacity-development actions were as follows:

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), which was developed by the MOWECP for recording and reporting on violence against women and children.

Twenty data specialists and VAW specialists from various government ministries (19 women) and 4 CSO representatives (2 women) gathered together to map existing data related to violence against women, including women migrant workers. Led by SAF partner Komnas Perempuan, the training aimed to identify

¹⁰² Supported by the ILO's TRIANGLE in ASEAN programme.

¹⁰³ 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.



opportunities and challenges in managing administrative data that are segregated across ministries, and how to better coordinate the violence against women annual report of Komnas Perempuan. The participants increased their understanding of the minimum data set for violence against women, including women migrant workers, and of the common definitions used in violence against women data sets.

In addition, 36 government representatives (18 women) and 11 CSO representatives (4 women) improved their skills to better collect gender-sensitive administrative data to formulate Government policies and programs.

In the **Philippines**, 95 government representatives (74 of them women) and 10 CSO workers (all women) enhanced their knowledge on administrative data collection for violence against women migrant workers, 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 women migrant workers. SAF also supported the Department of Foreign Affairs to develop SOPs for Referral Mechanism at the Embassies, including an intake form to be used to collect and analyse 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) 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 set regarding cases of violence against women migrant workers 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.

In **Cambodia**, cases of violence against women, including women migrant workers, reported to police in Siem Reap, Banteay Meanchey and Odor Meanchey provinces are now better documented and analysed to understand the experiences of survivors of violence. A total of 35 judicial police officers (26 women) increased their capacity in regard to the collection of administrative data related to cases of violence against women migrant workers through training supported by SAF. The training covered the minimum data set for violence against women cases and gender-sensitive and survivor-centred ways to engage with survivors.

SAF supported the Ministry of Women's Affairs in the strengthening of the hotline systems, including administrative data collection and analysis of violence against women, including women migrant worker cases. Cambodia trained 47 government representatives (31 women) to improve their skills to better collect gender-sensitive administrative data to formulate government policies and programs.

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

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



Through both online and offline regional and national campaigns, SAF reached¹⁰⁴ over **35 million** members of the public, duty-bearers and women migrant workers between 2018 and 2023 – and primarily in ASEAN countries – improving their knowledge and understanding of women’s labour migration and the risks women migrant workers experience, including risks of violence and trafficking. Specifically, SAF developed and implemented 56 campaign and 163 outreach activities (digital and on-the-ground) at the regional, national, and local levels.

SAF continuously advocated for changing negative and stereotypical attitudes and behaviours towards women migrant workers and for ending violence faced by women migrant workers. The outbreak of COVID-19 led to measures that included social distancing and quarantines, preventing SAF and its partners from carrying out many face-to-face activities. In response, SAF adapted its communications and visibility activities to the fast-changing circumstances. This included the development of a Communications Plan for COVID-19 in the period between April and June 2020. Notwithstanding these challenges, the programme was able to adapt to the “new normal” and continued to conduct campaign and outreach activities to address social norms and shift negative attitudes and behaviours towards women migrant workers. This was even more important when migrants were discriminated against as potential carriers of the virus. Lockdowns also led to an increase in VAW, including against women migrant workers. The programme was able to conduct its communications outreach and campaigns online and implemented the Mid-Term Evaluation recommendations to integrate Communication for Development (C4D) elements to influence behavioural change where possible, targeting a small number of specific stakeholders, especially the youth, for communication interventions.

Regionally, SAF developed a series of awareness-raising campaigns with the aim of:

1. improving public awareness of the significant contributions by women migrant workers to the societies and economies of both countries of origin and destination;
2. addressing and shifting negative social and gender norms that have been the root cause of discrimination against women migrant workers and their family members; and
3. improving available information on services for safe migration and VAW, including helplines in both countries of origin and destination.

Among the regional campaigns between 2018 and 2023, key long-term campaigns include:

- The [ASEAN/WE STRIVE Campaign to End Gender-Based Workplace Exploitation](#) (2018–2023), in collaboration with the ACWC, and together with the IOM and Chulalongkorn University, as part of the continuous efforts to accelerate the implementation of the ASEAN Regional Plan of Action on Elimination of Violence Against Women. The campaign focused on VAW in the world of work and increased the understanding of both anti-trafficking and VAW among ASEAN country representatives and key partners, while also building capacity on the application of Communication for Development (C4D). The campaign was strategically developed through a series of meetings in 2018, including the Regional Meeting on Changing Attitudes and Behavior towards Women Migrant Workers in ASEAN and the ACWC’s Planning Workshop for the Development of a Regional ASEAN Campaign on ERAW and Anti-TIP.

In 2020, the #HelpIsHere1300 social media package was rolled out as part of the first phase of the campaign in partnership with the IOM. The social media package was developed in Khmer, Myanmar language, Lao, Thai and English to guide women migrant workers who experienced abuses to the relevant support services offered by government entities and NGOs in Thailand, including those from the

¹⁰⁴ Social media reach is a media analytics metric that refers to the number of users who have come across a particular piece of content on a social platform such as Facebook, Instagram or Twitter.



national 1300 Social Assistance Centre with 24/7 interpretation service. The social media package reached 8,148 online audience.

The second phase was virtually launch on 10 March 2023, as part of the celebration of International Women’s Day, which led by Thailand and attended by 97 participants across the ASEAN region. In addition to a campaign introduction and briefing on the [ASEAN WE STRIVE](#) pledging portal, a panel discussion was held in which panellists from the ASEAN Secretariat and representatives of private sector companies, including signatories of the [Women Empowerment Principles](#), shared promising practices and tools to promote a safe workplace culture and to prevent gender-based workplace exploitation.

- SAF 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), provided comprehensive information on various aspects of SAF migration to migrant workers. One of the key purposes of these AVPs was to promote awareness of exploitative practices within the region, with emphasis on gender, types of occupations, and sectors where migrants were typically employed. The two AVPs, available in eight languages (English, Bahasa, Myanmar language, Khmer, Lao, Tagalog, Thai and Vietnamese) were launched on 4 July 2023 at the 2nd ASEAN–EU Dialogue on Safe and Fair Labour Migration. The campaign was led by the Philippines.
- A story series “**Lives on the Frontline: Reaching Women Migrant Workers Amid the COVID-19 Pandemic**” was launched in 2020–21. In conjunction with the 16 Days of Activism against Gender-based Violence, in 2020 SAF promoted the essential role of the frontline service providers, including CSOs and MRCs, by launching the story series “Lives on the Frontline”. The series consisted of 16 stories of frontline service providers who had been supporting women migrant workers, especially those who have experienced violence, aiming to increase awareness of the need to ensure the availability of quality services for women migrant workers during the pandemic. The online launch event, with participation by the EU Delegation from Brussels, was joined by frontline service providers who were featured in the story series. The story series had 15,196 Facebook reach and 8,201 Twitter impressions. In 2021, SAF continued the campaign to disseminate these stories via a website and social media, gaining 14,281 Facebook reach and 32,779 Twitter impressions.
- SAF’s exhibition “**Extraordinary Women, Journeys out of the Ordinary**” – launched in 2019 – was illustrated stories of women who overcame the barriers and challenges they encountered during the migration experience. The exhibition also represented the voices of women migrant workers to ensure that violence against women migrant workers is addressed. The event was attended by 150 people and reached an online audience of 3,058 through social media. As a result, the audience were better informed about women’s labour migration and the prevalence of risks of violence in the migration cycle.
- The launch of the **Media Friendly Glossary on Migration and a series of Media Training and Engagement** between 2021 and 2023 sought to address misrepresentation of women migrant workers and the perpetuation of stereotypes that can lead to discrimination, mistreatment and violations against women migrant workers.

Women migrant workers are often depicted using an array of terms and categorizations with stereotypical and negative connotations, including “servant”, “helper”, “illegal”, “criminal”, and “victim” – expressions that implicitly refer to factors such as gender, race, nationality and immigration status. Such representations of women migrant workers contribute to negative perceptions of their roles within societies, inform public opinion and shape public attitudes. These negative perceptions of women migrant workers 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 are both critical in this respect.

To this end, 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 in 2021 (see 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 towards women migrant workers. During the webinar, to promote discussion and critical reflection on the issues, SAF shared its knowledge product the *Media-friendly Glossary on Migration: Women Migrant Workers and Ending Violence against Women (EVAW) Edition*.¹⁰⁵ This contributed to regional and international media professionals gaining a better understanding and initiated a discussion on the impact of language on representation of women migrant workers in the media. Online promotion of rights-based terminology attracted 11,437 users on Twitter. At the national level, SAF also supported media sensitization workshops in Indonesia, Malaysia, the Philippines and Viet Nam to encourage media professionals to promote ethical and responsible reporting on the issues of women migrant workers in 2022. These workshops led to the production of a number of news articles and TV documentaries (see section on “Communications and visibility” below).

National level

Given the project complexity and heterogeneity among the ASEAN Member States, both among countries and within a given country, SAF decided to prioritize national and subnational campaigns that respond to local needs, and were able to better respond to the needs of the partners. Below is a narrative of some of the national initiatives of recent years. While these may seem like a set of dispersed activities, they were in fact multiple initiatives with the same stakeholders, often responding to specific national needs. In some countries, partners developed national or subnational campaign activities based on local capacities and available resources. Some campaigns were sector specific – such as, domestic worker campaigns – and others were centred around local community concerns.

Box 3.1. Youth engagement in C4D: The Youth Perspective, Cross-border Forum

As part of its continuing effort to foster positive attitudes and behaviours towards women migrant workers, SAF designed a participatory workshop titled “The Youth Perspective: Cross-border Forum” in 2021, providing a collaborative and creative platform to exchange knowledge and experiences in solving problems related to negative public attitudes towards women migrant workers in attendees’ countries. Informed by the Mid-Term Evaluation recommendations, the workshop integrated C4D elements targeting a specific group of youth in Malaysia, Singapore and Thailand, as these are countries of destination where changes in attitudes and behaviours were required to support women migrant workers. A total of 56 youth leaders from these three countries, including those from youth-led organizations and women migrant workers, participated in multiple workshops organized from November to December 2021.

¹⁰⁵ Available at: https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_767998.pdf.



Youth-led organizations, women migrant workers and CSOs rarely have the opportunity to come together and make connections. This initiative was seen as valuable for all three groups. Nearly all the participants left the programme feeling they had the knowledge and motivation to shift the negative attitudes they had witnessed. According to the post-workshop survey, 87 per cent of the youth participants said they were 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. The cross-border forum led to the creation of an informal youth network that aims to share resources and meaningfully engage young people on issues of violence against women migrant workers and the impact of negative attitudes towards women migrant workers in the ASEAN region.

Cambodia

At the national level, SAF organized a series of **radio talks** and activities with the [Women’s Media Centre of Cambodia](#) starting in 2019. Fourteen radio episodes in the series aired between 2019 and 2021, and were supplemented by a sixth-month awareness-raising and media campaign conducted in 2022 in partnership with Child Helpline Cambodia (CHC), which resulted in 347,642 online reach.

The talk series were broadcasted through the Women’s Media Centre and its Facebook page. The [radio talks](#) addressed issues around sexual harassment and trafficking of women migrant workers in the world of work, as well as returning migrant workers who lost their jobs and their access to essential services, including reproductive health, due to the COVID-19 pandemic. In addition to the radio talks, the sixth-month campaign in 2022 included a [public forum](#), community engagement, as well as infographics and [short videos](#) that were produced to provide information on non-discrimination against women migrant workers and service information related to GBV and safe migration.

The Ministry of Women’s Affairs rolled out a social media campaign in 2021, as well as changed the colour of the building of the Ministry to raise awareness about VAW and GBV and to call for coordinated actions to eliminate violence against women and girls. The campaign attracted 16,145 social media users. In addition, the campaign promoted helplines and other services available during the lockdown, which reached 47,052 social media users. SAF also assisted the Ministry and a group of artists in conducting a roundtable discussion under the theme “Increase investments in preventing and responding to gender-based violence against women migrant workers in the context of COVID-19”. The roundtable discussion attracted around 21,600 people.¹⁰⁶

SAF also supported the CHC to create My Journey app (see also Output 2.3) and to promote the app through online and offline activities. The app was officially launched in 2021 to commemorate International Migrants Day. The launch reached 96 people, including current and returnee Cambodian women migrant workers. Along with the community outreach activities, SAF continued promoting the My Journey mobile app – both face-to-face and online – to increase downloads and installations of the app, especially by women migrant workers, their family members and the youth. A TikTok account for the [My Journey app](#) was created in 2023, which currently has 9,386 Followers and 19.6K Likes.

SAF’s information, education and communication (IEC) materials had messages that promoted positive portrayals of women migrant workers, the positive contributions of women migrant workers, safe migration and GBV information. These IEC materials were also used by the Ministry of Women’s Affairs and provincial Departments of Women’s Affairs for their community awareness-raising and training interventions.

¹⁰⁶ Because this is an estimate, it is not counted towards SAF’s results logframe.



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

– *Nget Saram, participant in community outreach in Phnom Penh*

Indonesia

SAF consistently supported annual campaign activities to mark the **16 Days of Activism Against Gender-based Violence**:

- SAF organized an event “**Ensuring Safe and Fair Migration for Women Migrant Workers**” with six profiles and stories of Indonesian women migrant workers from the exhibition “**Extraordinary Women: Out of the Ordinary**” in 2019 (see regional activities, Output 3.3). The event called for duty-bearers to strengthen gender-responsive approaches to protect women migrant workers. As part of the event, the SAF’s training module “Coordinated Quality Services for Frontline Service Providers” (see Output 3.1 and Annex I) was introduced to promote women migrant workers’ rights. The event reached 4,167 audiences both online and offline, including 73 participants who attended the in-person event.
- In 2020, SAF organized community outreach in six Indonesian villages in three programme areas – Cirebon, Tulungagung and East Lampung – through: (1) distribution of information sheets, campaign banners, stickers, face masks with the theme and key messages around women migrant workers’ rights; (2) organizing a video contest in commemoration of Anti-Violence Against Women Day participated in by villagers and village officials; and (3) collaborating with local radio and TV to hold a talk show about the problems faced by women migrant workers.
- In commemoration of the 16 Days of Activism in 2021, SAF organized an exhibition titled “Moving Together in Diversity, Inclusivity, and Resilience to Eliminate Violence against Women Migrant Worker”, showcasing the plight of Indonesian women migrant workers. The exhibition, which attracted 142 visitors on site on 18 November as well as online, promoted the rights of, and generated awareness regarding, the positive contribution of women migrant workers to society as well as the importance of elimination of violence against Indonesian women migrant workers. Additionally, SAF continued similar online campaigns with Yayasan SAPA, Mawar Balqis, KPI, Perkumpulan Damar, Yayasan Embun, and Kalyanamitra, reaching out to 26,217 online audiences through videos with key information on violence against women migrant workers.
- In 2022, SAF supported the MRC Cirebon to raise awareness about the trafficking of women migrant workers through a talk show on Radar Cirebon TV (RCTV), one of the largest media networks in Indonesia, with broad coverage in several districts. Besides the risks of trafficking that women migrant workers face, the TV talk show discussed the role of MRCs in the prevention of trafficking in persons and called for the local government to join hands to strengthen the protection of women migrant workers. With broad coverage that includes multiple districts of West Java, it was predicted that RCTV would have potentially reached 20 million people.
- In 2023, in commemoration of the 16 Days campaign, SAF launched 19 impact stories which were written by SAF partners and beneficiaries. The stories highlighted SAF impacts on the women and men members of migrant workers communities in increasing their knowledge and attitude particularly on safe and procedural migration, VAW and trafficking prevention measures. This impact was documented by 20 beneficiaries of the programme (17 women, 3 men) who were also supported with training on writing and



journaling by UN Women. The writing skills not only enable them to write meaningful impact stories, illustrating changes in their own experience through the SAF programme, but also increase their writing skills for advocacy. The documented stories were showcased to the 100 stakeholders. The launch event gained 810 reach, 1,028 impressions, 123 engagements, and 120 likes on Instagram.

- SAF, in collaboration with the National Commission on Violence Against Women, the Police Criminal Investigation Unit for Women and Children Protection, and the Ministry of Women's Empowerment and Child Protection in Indonesia organized a seminar on "Femicide as an Escalation of Gender-Based Violence". 64 participants (45 women) and 252 online participants raised their awareness on the issue of femicide, including femicide that happened to women migrant workers. While the incident could happen to anyone, women migrant workers often experience it resulting from their vulnerabilities of unsafe and unprotected working conditions.

As part of the effort to advocated for advancing support and access to services for Indonesian women migrant workers during the pandemic in 2020:

- A total of 12,703 members of the public were reached by SAF's regional social media package translated to Bahasa Indonesia. This social media package included a local hotline number that women migrant workers can contact when they need support and services.
- SAF distributed 3,000 PPE units and information materials for the prevention of violence against women to the Ministry of Social Affairs of **Indonesia**. Together with the PPE units, 3,000 copies of SAF Safety Plan were also included to support women migrant workers during the pandemic. Information materials were also distributed through social media (see Output 2.3), receiving a total of 9,034 impressions on Twitter.
- SAF also organized a webinar, "**16 Days of Activism: The Launch of the Safety Guideline and Protocol for Women Migrant Workers During COVID-19**", that raised awareness among 164 members of the public (72 participants and 92 YouTube viewers) of the issues women migrant workers faced during the pandemic and the importance of eliminating all forms of discrimination and VAW.
- As part of the regional efforts (see Output 3.3) to promote the **story series "Lives on the Frontline: Reaching Women Migrant Workers Amid the COVID-19 Pandemic"**, in conjunction with the 16 Days of Activism Against Gender-based Violence, two stories of frontline workers from Indonesia were promoted to increase awareness of ensuring quality services for women migrant workers, and received 2,749 impressions on Twitter.

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



Along with the launch of the integration of Gender-Responsive MRCs with LTSAs in Tulungagung and Blitar in March and July 2022, respectively, awareness-raising activities were conducted targeting potential women migrant workers and community members. The activities included bazaars to promote migrant workers' products and to disseminate information about MRC services. A video¹⁰⁷ about MRC services was also used to provide information to the participants. Through this activity, 274 people were reached and gained better knowledge about MRC services. The video introduction to the MRC also gained 256 views.

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

Lao People’s Democratic Republic

SAF supported youth engagement by organizing a series of radio programmes in the Lao People’s Democratic Republic in 2020–21 with the *Youth Radio Programme* on [Lao Youth Radio FM 90.0 Mhz](#), based in Vientiane and organized in partnership with the LFTU.

In 2020, over 3,500 listeners in the Lao People’s Democratic Republic listened to the [Youth Radio Programme’s Facebook live broadcast](#)¹⁰⁸, originally organized to commemorate the 16 Days of Activism. SAF hosted a panel discussion with experts on EAW and key participants from the EU, ILO, international NGOs and government entities. The panel took place on the *Youth Radio Programme* to encourage youth engagement with ending violence against women migrant workers and to promote positive attitudes towards women migrant workers.

In 2021, the series conducted a discussion on the contribution of domestic workers and the challenges that they faced, including violence, exploitation and trafficking, which reached up to 15,615 listeners. Another session on 25 November covering topics such as the prevention of violence, available services for women migrant workers, and job opportunities for returnee women migrants aired via Facebook Live, and reached 18,600 listeners.

Box 3.2. Youth engagement in the Lao People’s Democratic Republic

SAF continued to engage with youth through a series of activities targeting high school students in collaboration with Village Focus International in 2022. Young people can have a strong influence on potential women migrant workers, who are their friends, family members and community members, to encourage them to make informed decisions about their labour migration.

The high school students developed an understanding about safe migration, migrant workers’ rights, and violence against women migrant workers through participatory activities (see Output 1.4 for

¹⁰⁷ ILO, “[Migrant Worker Resource Centre \(MRC\) TULUNGAGUNG, Indonesia](#)”, 31 March 2022.

¹⁰⁸ Available at: https://www.facebook.com/watch/live/?v=293479188774311&ref=watch_permalink.



details on SAF’s engagement with youth as peer influencers). This activity was part of SAF’s youth engagement efforts at the community level, which adopted a participatory approach guided by C4D principles.

Community outreach and communication conducted by SAF-supported MRCs in collaboration with the Provincial Federation of Trade Unions and the Provincial Lao Women’s Union from 2018 to 2023 reached 1,472 community members, including 154 students. 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. Through these community outreach activities, community members, including returnee workers and potential women migrant worker, learned more about labour rights, social protection, safe migration and available services for migrant workers.

Malaysia

Through youth engagement and in-person awareness-raising campaigns, 26,305 individuals were reached from 2018 to 2023 in Malaysia.

On International Domestic Workers Day in 2019, with support from SAF, SERANTAU co-organized a seminar on labour migration in collaboration with the IDWF, North–South Initiative, and the Indonesian Embassy in Malaysia. The IDWF focused on dissemination of information about domestic work and Convention No. 189. The IDWF also introduced the (then) newly adopted ILO Violence and Harassment Convention, 2019 (No. 190), and mobilized SERANTAU members to participate in online social media campaigns. Over 30 women migrant workers posted campaign messages on ending GBV on their social media. These social media campaigns received more than 1,000 likes and 20 shares on Facebook.¹⁰⁹ With SAF’s support, the IDWF, AMMPO and other Indonesian migrant domestic worker groups in the Ke Arah 189 Coalition also assisted domestic workers in holding a press event in July 2019 to raise awareness of the needs for new domestic work regulations.

SAF partner PSWS implemented a two-part International Domestic Workers Day conference in 2020, attended by 64 stakeholders, including representatives from government, CSOs, Parliament and trade unions, as well as 24 women migrant workers. Participants discussed the nature of precarious work and its implications for women in the context of the COVID-19 pandemic. PSWS highlighted unequal power relations, lack of recognition and unfair working conditions as some of the factors that contribute to the uncertainty and precarity of women migrant workers, especially domestic workers in Malaysia. A total of 68 participants (including 20 women migrant workers) mapped out an action plan that would address the nature of precarious work in Malaysia with the involvement of key stakeholders. Based on government commitments, this workshop aimed to dissect four key tools to facilitate engagement among government, employers and workers. The four tools sought to address the following topics: business and human rights; global supply chains; legal reform; and trade union organizing in informal sector.

Findings and recommendations from SAF’s 2019 study [Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand](#) informed the design of an awareness-raising and behaviour change campaign to shift discriminatory social norms and stereotypical behaviours towards women migrant workers in Malaysia. The research found that there was limited knowledge about the contributions migrant workers make to destination countries and identified students and youth as a “swayable group” and a starting point to positively influence knowledge, attitudes and behavioural change towards women migrant workers. SAF’s

¹⁰⁹ Because this number is an estimate, it is not included in the results count.



implementation partner in Malaysia, Project Liber8, strategized the use of social media to engage in youth communities to roll out “Advoc8 On the Road” workshops and campaign in 2020–23.

In 2020, the project developed a toolkit on women’s labour migration, which was used to guide student workshops to change discriminatory social norms and stereotypes against migrant workers, especially women migrant workers. As part of the “Advoc8 On the Road” campaign, 146 people were reached and engaged by a chatbot with information about violence against women migrant workers, and a series of five virtual workshops with university students on women’s labour migration and effective campaigning was also organized, reaching 311 students. As a result, they were better informed about women migrant workers’ social and economy contributions to countries of destination and origin, as well as the risks of violence in their migration cycle.

The “Advoc8 on the Road (University Edition)” campaign in 2021 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.

In 2022, the “Advoc8 on the Road (University Edition)” campaign reached and engaged 62 university law students. SAF and Project Liber8 conducted a three-month Advoc8 Legal Affairs programme to increase knowledge of, positive attitudes about and empathy towards women migrant workers, especially women migrant domestic workers, among future law practitioners by fostering strong gender- and trauma-sensitive approaches. The initiatives integrated C4D elements, including participatory approaches aimed at empowering the law students, in order to foster public discussions on women migrant workers’ issues. The campaign raised the question of whether there were sufficient laws to protect women migrant workers in Malaysia and provided law students with a platform to propose legal solutions to support women migrant workers’ rights.

Post-workshop surveys showed that students had increased their knowledge of issues related to women’s labour migration and demonstrated better attitudes towards women migrant workers. As a result of the Advoc8 campaign, participants went on to develop small-scale awareness-raising campaigns and create materials by themselves. These campaigns touched on various issues, including the rights of women migrant workers and gender equality. Those social media campaigns and townhall sessions have reached 1,300 youths by the reporting period in 2023.

SAF also supported PERTIMIG to develop a documentary on the conditions of migrant domestic workers in Malaysia. Titled “**Rasa dan Asa**” (“Flavors and Hopes”)¹¹⁰, the documentary was created using mobile phones by following the lives of Indonesian migrant domestic workers during the COVID-19 pandemic in Malaysia. The documentary was screened six times in Malaysia, Indonesia and the United Kingdom,¹¹¹ reaching 85 art communities, youth and students, out of over 300 viewers. Leaders of PERTIMIG were able to share their filmmaking experiences at many of the screenings, which also contributed to their efforts to build public support to ensure migrant domestic workers’ rights.

Myanmar

At the national level, SAF organized a **panel discussion on “Women migrant workers and their rights”** in the conflict area of Kachin State in collaboration with the Kachin State Women’s Committee to celebrate Myanmar Women’s Day in 2019. The panel discussion was attended by more than 500 women, including

¹¹⁰ Available at: <https://seashorts.org/rasa-dan-asa/>.

¹¹¹ Available at: <https://www.mimosahouse.co.uk/past-events/2022/6/22/rasa-dan-asa-screening-amp-conversation>.



potential migrants, family members of current migrants, internally displaced women, and local communities, as well as the Kachin State Chief Minister and other government representatives.

In 2021, 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 provided an opportunity for potential migrant workers, including women, to engage with CSOs and local organizations who shared information about their services, including VAW services. This information on the services available for migrants was also disseminated via social media, together with positive stories of migration. Those stories reached 40,989 Facebook viewers 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 families and communities, all of which enhanced their migration experiences.

A five-day campaign “**Enhancing Social Protection for Domestic Workers**” was rolled out on 12–16 July 2022 in commemoration of International Domestic Workers Day. Through this campaign, 85 people were reached and engaged with on site, while 31,974 people were reached online. As a part of the campaign, current domestic workers shared their experiences and advice about safe migration to potential migrant workers. Seven success stories of domestic workers were shared online, while social media messages were also disseminated. As a result, potential and current domestic workers gained more knowledge about safe migration and the migration policies of Singapore and Thailand. Through social media, online citizens became more aware of the contributions of domestic workers and the importance of social protection measures.

Access to information for migrant workers and their family members in Myanmar was improved through the “**Yay Kyi Yar**” (“Towards Clearer Water”) campaign, which provided factual, informative and reliable information to migrant workers to make their migration journey safe and successful. SAF and the EU-funded Ship to Shore Rights South East Asia programme, through a partnership with an international media house,¹¹² created the Yay Kyi Yar campaign to provide information and referrals through the Facebook page “Yay Kyi Yar”. The campaign started in March 2022 (and is still ongoing at the time of report writing with other funding sources) sharing digital content in the Myanmar language (including videos) on labour rights, migration policies, news, support services for migrant workers (including migrant domestic workers), and the fishery and seafood processing sectors in Thailand. The content also featured migrants’ voices and experiences to bring migrants’ true-to-life insights, advice and learning to those who are considering migration or who have family and friends that immigrated to Thailand. The campaign reached more than 35 million online Facebook users.

The Philippines

SAF carried out a series of innovative campaign activities in the Philippines to raise awareness about, provide information for and inspired action to support safe and fair migration.

Rolled out in 2019, the campaign “**What’s in Her Bag? Experiences Carried by Women Migrant Workers**” visually brought attention to women migrant workers’ contribution to the sustainable development of countries of origin and destination. The exhibition was displayed twice to commemorate International Labour Day and the Philippines’ National Domestic Workers Day, shedding light on women migrant workers’ stories and their experiences during the migration cycle, including challenges and stereotypes women migrant workers faced during migration. The exhibition was attended by 196 participants.

¹¹² IDWF’s reporting will be reflected in the 2023 results framework. These details are for information purposes only.



SAF set up an information booth called a “**May I Help You?**” as part of the one-stop information desk at the Ninoy Aquino International Airport, Terminal 3. At the booth, women who are currently migrating or planning to migrate can access information on labour migration, especially on the ways to ensure safe and legal recruitment, including a list of key contacts for filing complaints, receiving counselling and legal services when they face violence. At the launch event of the airport booth in March, 123 participants attended, consisting of CSO partners and representatives from Philippines Government agencies, including the OWWA, the Philippine Commission on Women, and the Commission on Filipinos Overseas. The “May I Help You?” corner provided information to approximately 300 migrant workers and their families,¹¹³ half of whom were women.

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

– Ms Nomita Tena, Vice President, United Domestic Workers of the Philippines

Various campaign initiatives in the Philippines from 2019 to 2023 were organized under the umbrella of national campaign “Babaeng BiyaHero [Woman Voyager and Hero]: Travels, Travails, and Triumphs of Filipina OFWs”, established by SAF, which addressed safe migration and violence against women migrant workers. The campaign was launched to commemorate the International Day for the Elimination of VAW and to commence the 16 Days of Activism in 2019. This campaign recognized women migrant workers’ rights and capacities to promote their own voice and agency. To date, the campaign has reached 3,928,925 people resulting from, but not limited to, the following key activities:

- Babaeng BiyaHero web series, with the [first-ever episode](#) titled *Kuwentong OFW: Mga Babaeng BiyaHero sa Panahon ng COVID-19* (or *OFW Stories: Women Voyager Heroes in the Time of COVID-19*), moderated by well-known TV hosts Suzi Abrera and Kaladkaren Davila and featuring celebrity supporter Glaiza de Castro.
- As an **unexpected result**, SAF established an official advertising partnership with Ogilvy Manila, on the Babaeng BiyaHero campaign to ensure maximum visibility for the Spotlight Initiative and its donors, as well as to raise the awareness of violence against women migrant workers and to provide information about access to support services for women migrant workers who need help or experience violence. The effort resulted in a total number of media reports of 3 print news pieces, 16 online news pieces, 5 blog posts and 33 social media posts, reaching an estimated global audience of 69,718,977 (including Filipino/as abroad).¹¹⁴
- Collaboration with influencers who acted as advocates for the campaign reached 3,189,262 social media users.
- Collaboration with celebrity champions, such as Ms Maine Mendoza, during the launch of “Together Tayo, Babaeng BiyaHero Online Event” – reached 243,378 audience.

¹¹³ This is a modest estimation based on the number of information cards distributed.

¹¹⁴ Please note that this is an estimated count of reach and impressions through social media and mass media. The estimated audience reach is calculated based on social media analytics and print circulations, and thus is not included in the SAF logframe.



- Media event “[The Power of Their Stories: The Journey of our Babaeng BiyaHero Champions](#)” organized in 2022, in which 16 Babaeng BiyaHero champions met with the media and shared their stories and advocacies, and reaffirmed to the public that the power to #EndVAW lies in everyone. The event provided the Babaeng BiyaHero champions with the opportunity to speak to the public about the challenges and various forms of violence and exploitation they have encountered. The event, which reached 348 people, helped raise public awareness about violence against women migrant workers and called for the protection of migrant workers’ rights.

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

– *Carina Cordero, Babaeng BiyaHero champion*

- Other events include the launch of Babaeng BiyaHero Mobile Application during the “Babaeng BiyaHero Bida Talks: Pinay Migrant Workers Advancing a Better Normal in the World of Work” (on 3 May 2021), reaching 3,913 online audience, and the online Zoom panel discussion “Babaeng BiyaHero, Kasanayang Kayang-Kaya: Zoom Chikahan (Skills that Women OFWs Can Achieve: Views and Conversations)”, which reached 85 people. The online event “Ang Mama kong BiyaHero: A Live Discussion Event” was broadcasted via the [Babaeng BiyaHero Facebook account](#) in 2022, during which SAF disseminated the results of the “Youth Perception on VAW and Migration” survey conducted by its partner, Edukasyon.ph. Over 535 people tuned in and were better informed by the highlights of the youth survey results and reflections offered by an OFW mother and her son. The primary gauge of the survey was an increasing number of messages received by the Babaeng BiyaHero Helpline from children of women migrant workers abroad. Children who participated in the survey either reported that their mother needed help or asked for assistance. Others asked for the Helpline to convince their mothers to leave their abusive employer and report them to the authorities. The results have shown that young people are willing to take actions to realize a safe and fair migration environment.
- In addition, 2,229 people learned about digital rights and inclusion via a discussion on Senate Bill 359 on Gender-Responsive and Inclusive Pandemic Management Act, OFW Hospital, and other SAF activities in the Philippines through the Babaeng BiyaHero ongoing social media campaign.
- Babaeng BiyaHero champions – former migrant workers who are also survivors of violence and have become advocates – continued to carry out Babaeng BiyaHero campaign activities in their respective communities in the Philippines. This campaign platform allowed SAF to have an active presence in areas where SAF would like to engage with community members so that they could have a better perception of women migrant workers and could be better informed about safe migration, violence against women migrant workers, and the services available to them. There has been more traffic to SAF Babaeng BiyaHero’s [social media pages](#), with a subsequent increase in follows, comments and engagement, thereby increasing information reach as well. The number of people reaching out to the Babaeng BiyaHero Helpline, both through messenger and mobile numbers, has also increased.

On 8 March 2023, 899 people learned about the use of technology in advancing women’s rights and how to address technology-related risks and harms to women, during the “Breaking the Code: Equality for All through Technology and Innovation” event.



Box 3.3. Youth Engagement in the Philippines: Asking for a Friend – How Can the Youth Support our Filipina Migrant Workers?

An online targeted dialogue, part of the SAF campaign “Asking for a Friend: How Can the Youth Support our Filipina Migrant Workers?” was held in 2022. This marked the inaugural SAF Philippines campaign tailored for youth and students aspiring to join the Philippine foreign service.

The campaign reached a total of 668 youth (641 students online, and 27 students in a face to face event at the University of the Philippines College of Social Work and Community Development in UP Diliman, Quezon City).

The webinar, a central component of the campaign, disseminated information on Overseas Filipino Workers (OFWs), international labor rights, human rights, relevant labor treaties, and the role of governments as duty bearers. During the webinar, SAF Philippines had 19 students actively engaged in the online discussion, serving as speakers and participants during the event, which was a main highlight of the campaign. This dialogue, streamed online, involved OFWs' sons/daughters and students intending to work abroad. The participants gained deeper insights into international labor migration standards and expressed their interest in further discussions about specific conventions and principles pertinent to their future roles as foreign service officers.

Furthermore, a parallel youth engagement took place at the University of the Philippines College of Social Work and Community Development in UP Diliman, Quezon City which contributed to the overall initiative of fostering awareness and understanding among the Filipino youth regarding the challenges faced by Filipina migrant workers.

Other notable initiatives in the Philippines include:

- SAF raised awareness of the situation of women’s labour migration in the Philippines and the role of the newly established Department of Migrant Workers in addressing violence against women migrant workers, via a livestream interview with the DZRH Radio-TV¹¹⁵ on 9 June 2020.
- SAF spoke in a live radio interview via Radio Veritas on 28 November 2022, highlighting the key features of the Violence and Harassment Convention, 2019 (No. 190), and why it is important for the Philippines to ratify it. The interview was live-streamed over the Radio Veritas Facebook page and helped increase the awareness of listeners and viewers regarding Convention No. 190 in the context of the Philippines, especially the impact of the Convention on OFWs and domestic workers.

Singapore

Through the IDWF’s work and a partnership with the NGO HOME, SAF was able to continuously raise awareness of violence against women migrant workers and the prevalence of negative attitudes among the Singaporean public. Notable campaigns and outreach activities included:

- SAF organized a campaign on abolishing overcharging of fees imposed on migrants (that is, the charging of excessive recruitment fees to workers). To run this campaign, SAF and the IDWF brought allies to raise migrant workers’ voices during the meeting held in 2019.

¹¹⁵ DZRH is the oldest private radio station in the Philippines, which now livestreams its broadcasts through its Facebook channel.



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

Thailand

SAF organized a series of exhibitions and campaigns in Thailand to raise awareness of the challenges faced by women migrant workers in the country, including lack of access to essential services and protections and negative attitudes and discrimination against women migrant workers.

The event “Spotlight on Women Migrant Workers” with an exhibition “Who Made This? Behind the Scenes” was organized with Winrock International in 2019. The event targeted youth as change-makers in advocating for women migrant workers’ rights among their peers and families. The exhibition was centred on five stories of women migrant workers in the agriculture, construction, domestic work, fishery, and horticulture sectors, and the event offered interactive activities¹¹⁶ and a panel discussion. The event allowed participants to learn about the connection between their daily lives and the ones of migrants, especially women migrant workers, and how participants can help advocate for the rights and fair treatment of migrants. A series of social media activities were organized reaching a total audience of 56,348, including 156 participants for the on-site event.

SAF identified students and youth in Thailand as a starting point with great potential to generate positive social change, working with Thammasat University, Naresuan University and UNICEF in Thailand to engage meaningfully with youth and students

Box 3.4. Youth engagement in Thailand

The regional exhibition “Extraordinary Women – Journeys out of the Ordinary” was put on display at Thammasat University in Bangkok in 2020 to raise awareness of violence against women migrant workers. Many students were better informed of the situation of women migrant workers and the prevalence of violence they face. SAF optimized the momentum of the exhibition by organizing a film discussion for the film titled “Citizen”, which was created by a female social filmmaker. The film addressed women migrant workers’ lack of access to essential services and the negative attitudes towards women migrant workers, calling for more protection for women migrant workers in Thailand. Social media messages were also harnessed to raise the issues addressed in the event with a total of 56 students and participants at the event and 5,377 online reach.

¹¹⁶ These activities were adapted from UN Women, *The Change-Makers: A Young Activists’ Toolkit for Ending Violence against Women and Girls*, 2020.



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

SAF also launched a video campaign “[Familiar Strangers](#)” in 2020 targeting Thai audiences. The video was produced based on the findings of the study on [Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand](#). The campaign started with stories, articles and social media messages, building momentum of interest among online audiences. The video reached 147,426 Facebook users, gained 61,762 impressions on Twitter, and received 23,028 views on both Facebook and YouTube combined.

SAF, in cooperation with UNICEF in Thailand, conducted an interactive online poll via U-Report in 2020 with 1,711 Thai students (high school and university levels) to address negative attitudes towards women migrant workers. The poll itself was used to debunk myths about women migrant workers and to provide accurate information about their positive contribution to countries of origin and destination. In 2021, SAF used the findings of the U-Report poll to design interventions with youth.

In collaboration with Naresuan University, SAF organized an online workshop to better inform Naresuan University students regarding migrant workers’ realities and to build public support for migrant workers, especially women migrant workers. 200 students took part in the online workshop focusing on women migrant workers’ positive contributions to society, resulting in increased understanding and shifted perspectives. According to the post-workshop survey, 66 per cent said that they better understood the issues of migrant workers. For 22 per cent of the total participants, the workshop completely altered their view on migrant workers.

With the Raks Thai Foundation, SAF harnessed social media to teach Thai language to Cambodian migrant workers. Information on COVID-19, how to stay safe and how to mitigate the risk of infection were included in the Thai language lessons. The Thai lessons later included information about different forms of violence, including GBV. The Thai language teaching aimed at providing women migrant workers and their family members with a basic knowledge of the Thai language that can be used in their daily life and enable them to have access to information and services, especially if their rights are violated or they experience violence. The Raks Thai Foundation continued teaching the Thai language to Cambodian migrant workers and their families throughout 2020 and 2021.

SAF in partnership with the Migrant Women Project, MAP Foundation and FLEP:

- Organized a series of Facebook radio programmes in 2021 to 2022 run by MAP Radio FM 99 MHz and supported them through information dissemination via the [MAP Radio Facebook page](#) to raise



awareness on safe migration, VAW and how to seek help. The radio talk programme and Facebook information dissemination activities reached a total of 84,969 (2021) and 29,481 (2022) people.

- Organized the public event “Overcoming Barriers to Access to Protection of Migrant Women Workers towards Sustainable Development Goals” in 2021, reaching 6,207 online users and 40 in-person participants. This event officially launched the local SOPs developed in Bangkok and Chiang Mai.
- Established an information dissemination initiative in 2021 through the Facebook page “Migrant Women Q&A”, which targets Myanmar women migrant workers. The information provided was produced in the Myanmar language to ensure that it would be accessible to the target audience. A total of 7,151 people were reached and better informed about safe migration pathways, VAW and how to seek help in case of violence or exploitation.
- Rolled out an online awareness-raising campaign conducted in conjunction with International Women's Day in 2022 under the theme "End Violence against Women Migrant Workers". This was done in collaboration with Thai PBS (a public television station) and BrandThink. A video clip and an article¹¹⁷ were produced to debunk myths about VAW and women migrant workers and to promote positive contributions that women migrant workers make to countries of destination and origin. The video and the article reached a combined 1,600 people.

Viet Nam

As part of efforts to speak out during International Women’s Day each year, SAF supported the launch event of the “Safety for Women” campaign organized by Viet Nam Women’s Union in 2019. The launch involved the participation of the Prime Minister and other key government. During the event, SAF disseminated information about women migrant workers in the ASEAN region and the risks they are exposed to during the migration cycle. More than 200 participants attended this event.¹¹⁸

In conjunction with International Women’s Day in 2021, SAF harnessed social media to conduct a three-week nationwide campaign on safe migration, for the purpose of raising public awareness and understanding of the contributions of women migrant workers to economy and society, as well as their challenges they face. During the campaign, SAF also provided tips on safe and fair women’s migration. Through the social media audience targeting system, the campaign was aimed at both men and women between 18 and 60 years of age, especially those living in the areas containing a high rate of migrants. The three-week campaign also aired a video podcast, which resulted in reaching out to a total audience of 138,656.

To advocate for women migrant workers during the 16 Days of Activism and International Migration Day, SAF organized an annual “White Ribbon Breakfast”, aiming to raise awareness of the safe and fair migration of women and girls as well as their rights:

- The event in 2020 was attended by 101 representatives from the Ministry of Labour, Invalids, and Social Affairs; the Ministry of Public Security; the Ministry of Foreign Affairs; CSOs; international organizations; and universities to discuss VAW; promoting safe and fair migration for all Vietnamese women, including women migrant workers; and attempts to better coordinate with stakeholders in providing support to women migrants.

¹¹⁷ Video is available at: <https://www.facebook.com/watch/?v=3308936239431492>; article is accessible at: <https://www.facebook.com/brandthink.me/posts/pfbid06ecTPHaL8k6ei5Q96UW5pdiiWm5dKb5A4cKLNWN4WceAgmDYfbfo1wuucJ1iqBR5i>.

¹¹⁸ The number of participants is a modest estimation.



- In 2021 the Breakfast campaign was chaired by the Deputy Chief of the Supreme People’s Court, attracting 39 justice actors. The event in 2021 shared the importance of gender-sensitive adjudication, with special regard to understanding of the needs of women migrant workers as the most vulnerable groups, who were often left behind without raising their voice during their trial.

In 2022, SAF collaborated with the Ministry of Foreign Affairs, Viet Nam, to launch the SOP for Diplomatic Missions to Provide Coordinated Services for Survivors of Violence and Human Trafficking (see Output 2.1). The launch took place in December 2022 with the participation of 66 representatives from Vietnamese embassies and consulates overseas.

Celebration of key international days

To ensure the consistent promotion of SAF key messages and calls to action and to continue to spread visibility of the EU’s support and engagement in the region, SAF utilized social media and mainstream media to highlight issues of women migrant workers on key international days, particularly International Domestic Workers’ Day, World Day against Trafficking in Persons, International Labour Day, 16 Days of Activism against Gender-Based Violence, Beijing +25, ASEAN–EU Cooperation and Scholarships Day, International Migrants’ Day, International Women’s Day, Philippines OFW Day and Domestic Worker Day, EVAW Day, and International Human Rights Day.

A few of the many activities conducted to support these international days are included below:

International Women’s Day (8 March)

- **Myanmar** commemorated International Women’s Day in 2019 by highlighting the issue of violence against women migrant workers during an event organized by the Government in Nay Pyi Taw. The event was attended by the First Lady of Myanmar and senior management from ministries, including the Prime Minister. Around 1,468 people participated in the event. After this Government-led commemoration, the Gender Equality Network, with support from SAF, organized the International Women’s Day Commemoration in Yangon, featuring women migrant workers’ specific needs and challenges that they faced during their migration cycle. This event attracted 500 visitors,¹¹⁹ including the Yangon Region Chief Social Minister, social influencers and women leaders.
- In 2022, in celebration of International Women’s Day in the **Philippines**, SAF hosted an online event that discussed how the new Department of Migrant Workers (DMW) in the Philippines could help support safe and fair migration for women migrant workers. This discussion, which reached 1,083 people, informed the POEA and the new DMW of the expectations of migration CSOs and women migrant workers regarding the services that need to be rendered to OFWs. As such, the points highlighted in this discussion were under consideration in crafting the Implementing Rules and Regulations of the DMW.

International Labour Day (1 May)

- SAF organized a public International Labour Day event in the **Lao People’s Democratic Republic** together with trade unions and other stakeholders. About 700 people,¹²⁰ including migrant workers, visited the SAF’s booth.

¹¹⁹ This is a modest estimation.

¹²⁰ Because this number is an estimate, it is not included in the results count.



- SAF participated in an event organized by the **Confederation of Trade Unions of Myanmar**. More than 5,000 members of the public (including potential migrant workers, factory workers, community members and public leaders) attended this event. SAF conducted a perception survey on social norms around women's labour migration and VAW with 702 respondents at their booth during the event.
- The SAF-supported MRC in East Lampung, **Indonesia**, conducted a multi-stakeholder dialogue "Decent Work for Migrant Workers" to celebrate Labour Day in May 2022. The dialogue facilitated exchanges between 102 participants, which included members of the Parliament of East Lampung District, the district government, former and current Indonesian women migrant workers who are members of the Indonesian migrant domestic workers' association PERTIMIG, and migrant workers' family members. The dialogue focused on realizing decent work for migrant workers as well as ensuring a human-centred recovery from the pandemic for migrant workers. The event was a valuable opportunity for policymakers to hear directly from women migrant workers, who voiced their experiences and aspirations, and to raise awareness of violence against women migrant workers and their conditions of work and living. The dialogue was also broadcasted via Facebook and YouTube.

Domestic Workers Day (16 June)

- At the regional level, SAF rolled out an online infographics campaign during Domestic Workers Day in 2019 to address negative attitudes towards migrant domestic workers. The campaign reached 10,400 Facebook and Twitter users.¹²¹ SAF also co-produced an op-ed with ILO's TRIANGLE in ASEAN project to raise awareness of the contribution of migrant domestic workers to society, while advocating for ASEAN Member States to recognize domestic work as formal work and ratify the Domestic Workers' Convention, 2011 (No. 189). The op-ed was published by five news agencies.
- On International Domestic Workers Day in 2019, in **Myanmar**, SAF met 500 potential migrant workers and returnees and provided them with information packages on safe migration. To assess the level of understanding among the participants, they were requested to write one resolution related to VAW and women domestic workers (163 resolutions were collected). The Yangon Regional Speaker of Parliament and Chairperson of Domestic and External Committee from the Upper House attended this event.
- SAF's regional advocacy initiatives for International Domestic Workers Day in June 2020, helped bring attention to the situations of migrant domestic workers as they provided support to households under travel restriction during COVID-19, by targeting employers to recognize and respect the rights of migrant domestic workers. The social media outreach messages reached 7,877 Facebook users and gained 6,501 impressions on Twitter.
- SAF organized an online event in the **Philippines** to amplify the voices of migrant and local domestic workers, which 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

¹²¹ These figures were counted in the above overall total for regional social media reach.



employment opportunities in Pasig to migrant workers and their families. The event reached 1,096 online attendees.

- In conjunction with International Domestic Workers Day 2021, SAF, through its MRC partners the Indonesia Migrant Workers Union and Women’s Crisis Center, Mawar Balqis, organized a village meeting on Law No. 18/17 on the Protection of Indonesia Migrant Workers and on rights protection for women migrant workers in three subdistricts in Cirebon, **Indonesia**. The village meeting promoted the role of former women migrant workers 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 women migrant workers, women groups, youth groups, community-based organizations and village government all improved their understanding of the protection of the rights of women migrant workers and of Law No. 18/17 (see also Output 1.4 for MRC outreach activities).

In the lead-up to International Domestic Workers Day, SAF-supported MRCs in Cirebon conducted a virtual May Day Talk Show on the Implementation of Law No. 18/17 on the Protection of Indonesian Migrant Workers to strengthen coordination and the protection of women migrant workers’ rights. Fifty-six people, including women migrant worker 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 women migrant workers, and of the impact negative attitudes had on them. 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.

- In 2022, SAF-supported MRCs in Cirebon and Lampung Timur, **Indonesia**, continued to organize public events for community members and potential migrant workers. The events discussed the situation of women migrant workers and efforts to strengthen coordinated services. Information about gender-responsive and inclusive services for women migrant workers was also disseminated. In addition, the events provided a platform for women migrant domestic workers to speak up about the positive contributions they make towards social and economic development in both countries of destination and origin. As a result, 105 participants improved their knowledge and perception of women’s labour migration and had a better understanding of women migrant workers’ positive contributions to society.

The World Day against Trafficking in Persons (30 July)

- In 2019, the Regional Directors of the ILO, UN Women and UNODC jointly published an op-ed about the importance of eliminating trafficking in the region through the elimination of VAW, early identification systems for victims, and improving access to organizing and information for women migrant workers.
- In 2020, SAF produced infographics with a call to take action to prevent trafficking and protect women migrant workers from violence and trafficking. The infographics were published on social media platforms throughout the week of the World Day against Trafficking in Persons and reached out to 6,051 Facebook users and received 14,970 impressions on Twitter.

16 Days of Activism against Gender-Based Violence (begins on 25 November, the International Day for the Elimination of Violence against Women, and ends on 10 December, Human Rights Day)



- In 2018, SAF regionally advocated for the inclusion of women migrant workers' experiences of violence within the Regional Commemoration for the International Day for the Elimination of Violence Against Women and the annual 16 Days of Activism Against Gender-Based Violence. The theme of the year 2018 was “#HearMeToo: End Violence against Women and Girls” which reflected the unprecedented global and regional mobilization behind #MeToo and other movements. SAF recommended women migrant workers' issues be featured in Thailand's “E-Quality Talks”, wherein Thai activists and survivors of violence delivered powerful stories of their work eliminating violence against women and girls. Ms Watcharapon “Sia” Kukaewkasem, a migrant women's rights advocate and social worker, participated in this campaign.
- Within the framework of the 16 Days of Activism against Gender-Based Violence, SAF, other UN agencies and local gender networks organized a national event in Nay Pyi Taw, **Myanmar**, in 2019 targeting government departments and parliamentarians. SAF displayed a booth at the event and conducted a perception survey on women migrant workers with **137** respondents. SAF also organized a public event in Kandawgyi Park in Yangon as part of the 16 Days campaign to distributed IEC materials and conducted a public survey with 300 individuals on GBV and challenges that women migrant workers face.
- In 2020 in **Cambodia**, SAF, in partnership with CHC, launched a video clip, including five infographics focusing on helplines, safe migration, women's rights, and a call for coordinated services to address VAW – reaching a total online audience of 98,341.
- In 2020, 3,000 **Cambodian** participants challenged the belief that women wearing short clothes is an invitation for harassment and engaged men participants as part of solutions to eliminate violence and harassment against women. SAF's performed outreach activities also included debates and platforms for women migrant workers and service providers to discuss sexual harassment and to mitigate stereotypes against women. The activity addressed the false belief that harassment happens because of the clothes that women wear.
- In 2023, SAF, in partnership with UN Women Thailand Country Office, and Luxembourg, Netherlands, and Belgium embassies, and the Thai government, held a public event named “A Safe Journey With Her” to spotlight the financing of gender-based violence prevention strategies, highlight existing laws and policies, showcase available response services, and challenge the silence and stigma surrounding violence disclosure. Additionally, the event featured an open-air photo exhibition displayed in the park throughout the 16 Days of Activism Campaign. 418 people hopped on bicycles to tour around the Wachira Benchathat Park in Bangkok, Thailand, to show solidarity with the victims of gender-based violence and the champions who dedicate their lives to prevention, response, and reporting services.
- In **Vietnam**, SAF organized a white ribbon breakfast on handling gender-sensitive investigation and adjudication over cases of gender-based violence and discrimination against women and girls as part of SAF efforts to enhance the capacity of police, court, and procuracy officials in providing adequate protection and support for women and girls including women migrant workers who are at high risks to suffer from GBV and discrimination. 150 participants from line ministries and agencies, especially police and procuracy agencies, took part in the session.
- In **Cambodia**, SAF hosted two events to launch the Media-friendly Glossary on Migration in Khmer. The glossary serves as a valuable tool for journalists, researchers, and media practitioners covering women's labour migration and violence against women. The first event, held on November 21 in partnership with the American University of Phnom Penh, engaged 43 media and international studies



students and teachers (22 female). The second event, on November 22, was attended by 40 professionals, including journalists and researchers (29 female, 1 LGBT, and 1 non-binary). It marked the official Khmer launch of the glossary and featured speakers from the government, media outlets, and gender experts.

International Migration Day (18 December)

- In **Indonesia**, SAF commemorated International Migrants' Day in 2019 with an event co-organized by the ILO Indonesia Country Office and Migrant Care. SAF organized an information booth to increase awareness of women migrant workers and their families on Law No. 18/17 on the Protection of Indonesia Migrant Workers. During the event, SAF also organized a photo exhibition to shed light on women migrant workers who became activists in their communities and beyond. A total 121 participants (73 per cent women) representing government, labour unions, CSOs, women's agencies and returnee migrant workers participated.
- In **Malaysia**, the IDWF contributed to a joint event with the Ke Arah 189 Coalition in 2019, where 46 migrant workers from Cambodia, Indonesia, Nepal and the Philippines attended, raising awareness on the importance of Convention No. 189 ratification while calling for the Ministry of Human Resources to adopt domestic workers' regulations.
- In conjunction with International Migrants Day in 2021, 75 participants from migrant worker and village communities in Indonesia, including prospective, active and former women migrant workers, were better informed about safe migration and migrant workers' rights through the "Realizing the Protection of Women Migrant Workers Starts from the Village!" bazaar organized by the 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 participants 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 Thamrin Jakarta, **Indonesia**, a "Migrant Day Fun Walk" was organized on 18 December 2022 to raise public awareness about trafficking in persons. SAF information leaflets on safe migration, including MRC–LTSA services, were distributed to the public. A SAF video to promote safe and fair migration by women migrant workers was also played at this outdoor event. The two events reached a combined 1,019 people.
- In the lead-up to International Migrants Day in 2022, SAF's implementing partner World Vision Foundation Thailand organized a public event to raise awareness about the challenges faced by migrant workers, especially women, in **Thailand's** construction sector during the lockdown period due to the COVID-19 pandemic. A panel discussion was also organized as a part of the event under the title "Migrant Workers and Post-COVID-19 Development". The panel discussed the Ministry of Labour's response to the situation of migrant workers during the COVID-19 pandemic. One of the migrant volunteers supported by SAF represented her community and shared her experiences and concerns with the participants, including giving recommendations that address migrant workers' issues. As a result, 37 participants who attended the face-to-face session had a better understanding of the situation of women migrant workers. The event was also broadcasted via Facebook reaching 5,572 users, while gaining 253 impressions on Twitter.

See Annex G for other SAF campaign and outreach activities between 2018 and 2023.





Rights holders (Spotlight programme “beneficiaries”)

Indicative numbers	Direct	Indirect	Comments / Explanations
Women (18 yrs and above)	470,050 (including 438,011 migrant workers)		
Girls (5–17 yrs)	169		
Men (18 yrs and above)	414,242 (including 279,392 migrant workers)		SAF engaged men and boys, sharing information on prevention of VAW and trafficking (unsafe migration) in quarantine centres and at MRCs, as family members of women migrant workers are integral in VAW prevention at home as well as (in some cultures) women’s migration decision-making within families and communities.
Boys (5–17 yrs)	58		
TOTAL	884,519		



Challenges and mitigating measures

Since the issues involved with VAW, harassment and trafficking in a labour migration context are sensitive in nature, especially in the ASEAN region, the SAF programme was required to maintain careful approach to discuss these issues at the country and regional levels. While the individual annual reports identify varied – and specific – challenges that the programme had to address on a year-by-year basis, for this cumulative report, the major challenges that SAF faced across 2018–2023, during its implementation can be summarized as follows:

1. COVID-19 pandemic

Starting in early 2020, the COVID-19 pandemic imposed additional challenges in programme implementation. Movement restrictions and economic stress led to increased risk of VAW and trafficking at a time when the response system was focused on COVID-19. For example, in the Lao People’s Democratic Republic, implementation partners reported that inflation caused by economic fallout from the pandemic pushed people to desperately seek jobs abroad. Consequently, these migrants became more vulnerable to traffickers and smugglers. At the same time, movement restrictions meant women might be trapped with an abuser without access to services. SAF was quickly able to pivot and respond by adapting approaches and ensuring services were available both online and offline. Throughout all the countries where the programme had a presence, SAF worked with service providers (both governmental and non-governmental) to provide direct assistance to migrant workers; moving to remote service options when appropriate; reaching out to communities to deliver safe migration information by mobile and online platforms; and also supporting returnee women migrant workers to build capacities, including on financial knowledge. Implementation of programme activities was delayed due to the regional restrictions on mobility and travel, but with the support of the EU, Spotlight Initiative, and the PSC, SAF successfully sought a one-year extension in its programming (till end 2023) to complete implementation and reach targets. Please also see further details on the impact of COVID-19 as illustrated in the section above on “Significant contextual shifts and overall implementation status”, and also as noted in detail in the 2021 and 2022 SAF annual reports.

2. Crisis in Myanmar

The political crisis in Myanmar starting from February 2021 has led to significant challenges in the implementation of the SAF programme in the country. State-imposed travel restrictions, roadblocks and checkpoints deterred the freedom of movement of not only migrant workers, but also the movements and activities of civil society, workers’ organizations and UN personnel (including SAF project staff). Travel restrictions and the halt to passport issuance resulted in increasing risks of human trafficking and smuggling. This also increased women migrant workers’ risks of violence and exploitation, with increased risk in the home, the community and along migration routes, such as from Myanmar to Thailand, with increased use irregular channels for movement. Under such circumstances, the conditions to support women, especially women migrant workers, became severely hampered at a time when the need for such support became even more critical. Along with other NGOs in the country, SAF’s implementing partners faced security risks and had to close their operations and services, leaving only small community-based organizations functioning at the grassroots level. The threat imposed to journalists and trade unions was concerning. Banking restrictions also made it difficult for implementing partners to undertake planned activities. In 2021, the UN decided to end its engagement with the military junta. SAF also followed this directive. Following the principle of “Do No Harm”, SAF worked hard to mitigate these challenges by shifting some project interventions to grassroots organizations, working with them to build their technical capacity and hiring local consultants who could reach out to women migrant workers to deliver safe migration information. For returned migrant workers who had lost their jobs during COVID-19 or due to the political situation, they were able to gain new skills through handicraft training workshops, but in the face of the escalating armed conflict and closed markets, only a few were able to sell their products. SAF continued supporting women survivors of VAW who migrated



to Thailand, including asylum-seekers and irregular migrants from Myanmar, through Gender-Based Violence Taskforces in Mae Sot and Chiang Mai, Thailand.

3. Absence of pre-established multi-stakeholder coordination mechanisms

In the absence of pre-existing multi-stakeholder coordination mechanisms to address women's labour migration and VAW issues at the country level, it took a time for the NPACs to come together due to some difficulties in the arrangement of having two relevant ministries to coordinate as co-chairs. In some countries, it was simply because it was hard to coordinate schedules of the two ministries so that they would align. However, it was also because government ministries usually worked bilaterally with individual UN agencies, and many did not have inter-ministerial coordination protocols at the time. In one country, lack of inter-ministerial coordination made it hard for SAF to bring various partners and stakeholders together, which caused delays in holding the NPAC. Other countries saw different challenges along these lines, such as the unavailability of tripartite constituents, changes in ministries, and lack of approval of the programme. SAF, however, managed to discuss planned activities with all relevant ministries and stakeholders, and NPACs were organized for all eight countries where SAF programme officers were present. In some countries, such as the Lao People's Democratic Republic, SAF supported the regular migration network meetings, which discussed women's labour migration needs, emerging trends and the policy directions required to address these concerns.



Lessons learned and new opportunities

1. Lessons learned

Coordination and visibility: At the early stage of the programme, SAF realized the need to clarify the workflow in the context of the roles of “shared” staff members, as the programme was designed to be implemented in the context of UN Reform with several staff positions serving in a shared role between the ILO and UN Women. The regional team of the programme developed guidance documents on coordination mechanisms and workflow processes. These will be useful references for future joint programmes with other UN organizations.

The branding guidance of Spotlight Initiative initially, within the context of UN Reform, was not to include any UN agency logos. However, in context of the field, the fact that Spotlight is not an institution has required the use of the ILO and UN Women logos for government agencies to recognize the key leading implementation organizations and accountable agencies. This feedback was provided to the Spotlight Secretariat by several field projects, following which, the global guidance was revised in March 2022 and agency logos were permitted to be included. This flexibility in the usage of organizations’ logos also enabled the Spotlight Initiative to gain wider visibility on various platforms. All SAF products and events included visibility and branding for the EU. However some Delegations noted that the text relating to the EU’s funding support (which was globally agreed between the EU and the UN) did not provide a clear visual that identified the EU’s funding role due to the font size and logo placement. The project discussed this feedback with the Secretariat, but were guided to follow the global agreed upon branding design.

Being flexible in responding to the needs and realities of women migrant workers in times of crisis: Due to the pandemic, ASEAN countries experienced job losses due to the pandemic-induced economic and labour crisis, which also spurred mass returns of migrant workers, especially women migrant workers. The restrictions placed on mobility increased the risk of VAW and trafficking. These issues raised awareness of the importance of introducing social protection for women migrant workers, including public health services for migrants regardless of their migration status and access to safety nets during emergencies like a pandemic. These issues also heightened the programme’s need to be agile and responsive to address heightened risks of VAW and trafficking, as well as the need to meet specific demands that arose as a result of the pandemic, including the dissemination of effective PPE and the provision of essential needs for women migrant workers, including VAW protections in quarantine centres and accommodation. Project partnerships were expanded following the Mid-Term Evaluation and during the pandemic to address the changing needs of women migrant workers and to enhance outreach.

Strengthening women’s voices: Women-led community peer networks served as a significant platform to empower women migrant workers, including during the COVID-19 pandemic. These women-led community peer networks helped women migrant workers abroad, returnees and potential migrant workers stay connected and also build their confidence to use available essential services. Through SAF, women leaders of these networks worked with local authorities to disseminate COVID-19 prevention information, provide VAW service referrals and provide emotional support and practical advice to returnee migrant workers to support their reintegration into the community. The collective voice raised by women leaders of these SAF-supported networks was successful in ensuring that migrant families who met the criteria for the government’s emergency support could receive benefits on time. In Indonesia, SAF took significant steps to ensure that women migrant workers can equally participate in village-level policy platforms. Their involvement with such policy platforms would enable them to effectively respond to the specific needs of potential and returnee migrant workers in their villages. SAF and its partners in Thailand strengthened the capacity of women’s rights organizations to collect and use administrative data on VAW to design interventions that were



responsive to women migrant workers' needs. SAF also provided opportunities for women migrant workers to represent themselves and share their concerns at regional and international forums.

SAF's work with migrant domestic workers has highlighted the significance of organizing. In Malaysia, SAF supported Indonesian migrant domestic workers to organize and helped them establish PERTIMIG, with continued support for their capacity and activities with migrant domestic workers. PERTIMIG organized their members and successfully campaigned for policy change in Malaysia.

Use of technology/digital engagement: Since 2020, SAF has adopted online modalities of work and programme implementation. SAF's implementation partners largely successfully leveraged multiple platforms to facilitate communications, coordination and advocacy when travel was banned during the COVID-19 pandemic, and SAF supported service providers on the use of technology to improve service provision for women migrant workers. Since gender affects how men and women can access services (especially in the case of hard-to-reach groups, such as migrant workers in domestic work or agriculture, where it is not easy for migrants to access in-person services and drop-in centres), the provision of online services and information served as a boon for migrant workers who could interact with service providers and MRC counsellors in a manner that suited their situation. However, online modalities of work also exposed a digital divide within the region. In some countries where investment in digital infrastructure has been limited, frontline service providers, including grassroots organizations and MRCs, had to overcome considerable challenges; while in other countries these challenges were easier to overcome. For instance, the MTUC used Facebook to reach out to over 1 million migrant workers in Malaysia. As COVID-19-related restrictions on movement and public gatherings loosened, some service providers opted to go back to their pre-COVID-19 formats of engagement with migrant workers. This hindered their abilities to engage with new groups of migrant workers who are primarily using online platforms to engage with their peers, while also making their previously developed online communication materials redundant. To improve this situation, SAF encouraged its partners to identify effective and sustainable outreach strategies, including the use of evidence-based social media strategies to increase their online visibility.

Furthermore, SAF supported the use of online technology to carry out information-sharing and outreach to migrant worker groups, especially in situations in which it became increasingly dangerous for civil society groups to be identified as implementation partners. In such situations, the online space has proven to be a safer way to interact with the community and to provide support to potential and returnee migrant workers who are seeking information and assistance. For instance, in Myanmar, the information shared on one implementation partner's Facebook page has been viewed over **27 million** times.

Institutional capacity-development, national ownership for sustainable changes: SAF prioritized building the capacity and knowledge of key stakeholders (including government officials) working on labour migration and EAW issues. SAF also continued to support non-governmental service providers, CSOs and migrant worker groups to build **institutional capacity** to improve their performances, management abilities, and monitoring mechanisms. In the case of grassroots migrant domestic workers' groups in Malaysia and Singapore, this institutional capacity-strengthening has been crucial to the long-term survival of these groups, as they will rely on membership fees to continue their activities. In the case of vocational skills' trainings for women migrant workers and their families, SAF built partnerships with government agencies to ensure that the resources for such skilling programmes were allocated not only from the SAF budget but also from government resources. EAW responses have been institutionalized through the development of SOPs and referral pathways at the national and local levels, ensuring that roles and responsibilities are clear and responses are in line with survivor-centred approaches. In Cambodia, Thailand, Viet Nam and Indonesia, SOPs have been developed through participatory processes and co-created with government and civil society to improve coordination and service delivery between sectors in health, police and justice, and social



services. As duty bearers will continue the work beyond SAF's implementation period, their understanding of the gendered nature of migration and the issues surrounding women's labour migration remains vital to providing long-term assistance and services for women's labour migration across the region. To ensure **national ownership** of SAF's initiatives in the Philippines, SAF collaborated with the Sub-Committee on International Migration and Development (SCIMD) to get its endorsement for various migration initiatives, including the Reintegration Advisor, the MRCs, and other migration strategies at the national and local levels.

Working across silos (EVAW, labour migration and anti-trafficking): SAF brought new value by bringing EVAW, labour migration and trafficking stakeholders together to examine how violence against women migrant workers is a cross-cutting issue in the lives of women. Cross-sectoral coordination in the approaches of the three SAF UN agencies (ILO, UN Women and UNODC), with their strengths and experiences in their respective areas of work, made it possible for SAF to optimize and strengthen existing partners, networks, processes, platforms and mechanisms on these three areas. Some examples include the development of joint protocols on violence against women migrant workers, inter-agency/multi-stakeholder bodies addressing labour migration and trafficking, and local/provincial multi-stakeholder bodies, as well as providing services on violence, trafficking and migration. SAF provided good complementary support to women who faced violence during their labour migration processes, and leveraged joint advocacy highlighting the needs of service extension to women migrant workers, aligned with the Leave No One Behind principle. Through its collaboration with UNODC, SAF supported a National Forum on combatting trafficking online in Cambodia in order to strengthen efforts to prevent human trafficking and to raise awareness of how traffickers are using communication technologies to recruit women and youth made vulnerable by the pandemic. In Malaysia, 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 NAP TIP implementation. At the ASEAN level, SAF partnered with the Lao People's Democratic Republic to organize a regional dialogue on Improving Cooperation between Labour Inspectors, Recruitment Agency Regulators and Anti-Trafficking Police in support of the implementation of the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers.

Engaging men, families and communities: The involvement of men, family members and members of the community is important in rights protection and generating positive narratives on women's labour migration. Engaging families is also crucial, as families play a key influence in women migrant workers' decision-making. Official pre-departure trainings and post-arrival orientations are only available to migrant workers themselves, so SAF-supported MRCs so that they could offer expanded migration-related information, counselling and services as well as referrals to other service-providers to both women migrant workers and their families. Families and community members were also provided with information on safe migration, EVAW and anti-trafficking. Through community-based peer networks and initiatives such as migrant volunteers, families and community members were engaged through community discussions and information dissemination processes to ensure they had accurate information on migration and VAW services. Following the Mid-Term Evaluation findings, SAF intensified its engagement with men and members of communities. SAF's capacity-building initiatives on financial literacy throughout the migration cycle included women migrant workers, their husbands and family members. The prevention framework included attention to engaging men and boys on prevention of violence. MRCs were opened in communities and locations that were key hubs of labour migration and/or trafficking.

2. New opportunities – Regional

Highlighted below are new opportunities in the arenas of normative policy development, inter-agency coordination and community advocacy platform development that presented themselves within ASEAN during the period between 2018 and 2023:



- Through the 2019 **Regional Dialogue on Coordinated Quality Services**, which focused on a road map on ending and responding to violence against women migrant workers in eight ASEAN countries, SAF was provided with the opportunity to build the capacities of Ministries of Foreign Affairs officials to provide proper services to women migrant workers, including survivors of violence. The road map also provided incentives and priorities to focus on during SAF’s programme cycle, such as the support given to improve the collection of VAW administrative data (see results “Objective 3”).
- **Engaging Ministries of Foreign Affairs and embassies.** One of the most strategic engagements in the SAF has been the work with Ministries of Foreign Affairs and their embassies on violence against women migrants. Consultations with women migrant and their advocates and dialogues with embassies and MOFAs revealed that many migrant women consider embassies to be a priority contact point for them if they were to experience violence while living and working abroad. However, deeper dialogues with MOFAs and embassy officials revealed that most foreign service officials are typically not trained or equipped in basic skills to interact sensitively with survivors of violence and help refer them to various forms of assistance. This opened up opportunities to undertake a series of learning events with MOFAs or Departments of Foreign Affairs (Viet Nam, Philippines, Indonesia) focused on violence against women, including migrant women, and the needs of citizens abroad who have experienced violence. Foreign service officials shared their experience in handling many types of crisis events related to violence against women – including the deaths of nationals abroad. With the Viet Nam Ministry of Foreign Affairs, UN Women through SAF collaborated to support Viet Nam’s decision to develop a protocol to guide foreign service officials in contact with survivors of violence and trafficking. This collaboration produced the **Standard Operating Procedures for Diplomats at Vietnamese Representative Missions Abroad on Providing Coordinated Support to Survivors of Gender Based Violence and Human Trafficking** supported by SAF. Collaborations with Indonesia’s MOFA and the Philippines’ DFA have advanced the abilities of foreign service officials to engage in coordinated approaches to addressing and preventing violence against women migrant workers.
- **Developments in relation to labour rights and the world of work:** The ILO Violence and Harassment Convention (No. 190) and Recommendation (No. 206), 2019, were adopted by the International Labour Conference (ILC) in June 2019. This raised the attention of governments, trade unions and employers on the matter of gender-based violence and harassment in the world of work, creating a norm and impetus to address VAW in workplaces. Since its adoption, SAF has advocated for the ratification of Convention No. 190 in countries in ASEAN, and Philippines ratified the convention. Likewise, the ILC’s recognition of occupational safety and health (OSH) as a fundamental right at work in 2022 has elevated the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), to the status of being fundamental Conventions. All ILO Members, even if they have not ratified these two Conventions, have an obligation to promote and to realize, in good faith and in accordance with the ILO Constitution, the principles concerning the fundamental right to a safe and healthy working environment. This development has encouraged tripartite actors to explore how to improve protections for workers in relation to OSH.
- **Reaching wider groups of stakeholders online:** The realities of the pandemic provided new opportunities to host meetings online to reach broader audiences. The mainstreaming of online meetings helped increase the participation of more migrant groups (especially women’s groups), CSOs and tripartite partners from outside of national capital regions. Online platforms and meetings made it possible for multi-country stakeholders to meet more easily. SAF initiated cross-border efforts to link service providers between countries of origin and destination during 2020 (Output 1.3). SAF’s partners facilitated creative digital tools to provide assistance, information and skills training to women migrant workers. For instance, an increasing number of women migrant returnees found online TVET courses attractive in the



Philippines. This resulted in the #WomenOFWsCanDolt scholarship programme, jointly implemented by TESDA, the National Reintegration Center for OFWs, and SAF (see “Innovative, promising or good practices” below and under Outcome 1.3).

- **Partnering with ILO and UN Women training academies:** In addition to supporting regionwide training on fair and ethical recruitment,¹²² SAF also contributed to the **Gender Academy** organized by ITC-ILO, by sharing its resources and facilitating the participation of stakeholders in the Academy. SAF partnered with the UN Women Training Centre at the global level to develop an **online training module on violence against women migrant workers**.¹²³ This global asset benefited from SAF’s experience connecting disciplines that might not have typically been in conversation about violence against women, such as the intersectionality of violence against women migrant workers.

3. New opportunities – Country level

- The Government of **Cambodia** 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 provided an opportunity for joint advocacy with UN agencies for promoting social protection and the rights of women migrant workers. Through the SAF-supported EVAW helplines operated by the Ministry of Women’s Affairs, SAF sought an entry point for providing comprehensive services to women migrant workers subject to VAW. This included an opportunity to adjust the existing VAW administrative intake forms; to invest in strengthening VAW administrative data; and to develop the helpline.
- In **Thailand**, SAF and its civil society partners have been advocating for the rights of all women migrant workers who have experienced violence, regardless of their immigration status (Output 2.1). Such efforts have contributed to policy changes by the Ministry of Justice, which contributed to improvement of officials’ perception of the need to compensate migrant workers subjected to violence, and also paved the way for new cooperation opportunities with the Royal Thai Police, the National Human Rights Commission, the relevant line departments related to child and women protection and anti-human trafficking, as well as fishing industries on ending violence against women migrant workers. Through a different intervention with World Vision Foundation Thailand (WVFT) on improving the working and living conditions of migrant workers in the Thai construction sector, SAF was able to improve the capacity of construction subcontractors and employees of Sansiri, one of Thailand’s largest real estate developers, in this regard. In 2023, WVFT developed an MOU that would bind the contractors to uphold ethical recruitment practices to ensure better labour rights protection. The MOU was to be signed between the company and 100 of their suppliers or contractors.
- As noted in previous sections, SAF supported women migrant workers in Cambodia, Indonesia, the Philippines and Viet Nam to obtain new qualifications and skills from TVET institutions to improve their livelihood opportunities. In **Indonesia**, given incidents in which migrant workers experienced violence at the TVET premises, SAF worked with the Ministry of Manpower and the Migrant Worker Network to develop a monitoring instrument for overseas TVET institutions and private placement agencies to ensure their compliance with the law. Due to the lack of a specific tool to measure the compliance of private placement agencies and overseas TVETs with national labour standards, the Indonesian Government agreed to contextualize this tool as a labour inspection checklist instrument for the future inspections. Indonesia has also taken steps to develop a common platform for national migration data. The One Data initiative is backed by the Presidential Decree on One Data Indonesia, and relates to Law No. 18 of 2017

¹²² In coordination with other ILO programmes, namely TRIANGLE in ASEAN, Ship to Shore Rights Southeast Asia, and the ILO BRIDGE project.

¹²³ [UN Women Training Centre, “Violence Against Women Migrant Workers”.](#)



on the Protection of Migrant Workers and is backed by the Presidential Decree on the Action Plan of the Global Compact for Safe Orderly and Regular Migration. Through its work on international labour migration statistics (ILMS), SAF and the Statistics Indonesia (BPS) developed guidelines on ILMS concepts and definitions and supported the alignment of the One Data platform with the ILMS database. These guidelines have been endorsed by the Ministry of Manpower, Ministry of Foreign Affairs, National Agency for Protection Indonesian Migrant Workers, and Ministry of Law and Human Rights, and in 2023 were used for capacity-building trainings for government officials on sex-disaggregated ILMS.

- **Improved living conditions for migrant workers:** Following with the publication of the ILO's 2022 report on housing standards for migrant workers in the ASEAN region, SAF expanded its existing collaboration with employers in Malaysia and Thailand to improve accommodation for migrant workers in the construction and agriculture sectors. This involved field visits to agricultural and construction sectors in Chonburi and Rayong, including provision of training for Thai employers in these sectors to help them understand decent housing standards in accordance with both existing government regulations and ILO Recommendation No. 115.
- In **Viet Nam**, a legal analysis of the country's domestic violence laws, which proposed recommendations for bringing these laws in line with international standards, successfully led to the amendment of the Law on Domestic Violence Prevention and Control. The Government welcomed SAF's technical input, which contributed to the amended law imposing survivor-centred and gender-sensitive protection measures for the survivors. The law also recognizes migrant workers who may have experienced violence during their migration journey. CSO partners also took a key role in the advocacy process by bringing in the voices of survivors of violence so that they could share their stories with policymakers and the public. The enactment of the law provided new opportunities for SAF to strengthen its cooperation with Ministry of Justice and to enhance the protection of survivors of violence, including women migrant workers. In 2022, the Central Economic Commission adopted **Party Directive No. 20 on Sending Vietnamese Workers and Experts Abroad for Work**. SAF supported the drafting of this Directive, which contains important guidance for future government policymaking on labour migration. This includes improving legislation related to the recruitment and placement of Vietnamese workers abroad; enhancing mechanisms, policies and standards for recruitment; and ensuring transparency of migration fees, including reducing costs and fees for workers seeking jobs abroad.



Innovative, promising or good practices

One of the main innovations of Safe and Fair has been its core approach to focus on the nexus of EVAW and labour migration, while also demonstrating the need to link such work with the anti-trafficking framework. Stakeholders focusing on labour migration were not necessarily aware of VAW during the migration journey; while stakeholders working to prevent VAW were not always mindful of how to respond to the needs of women migrant workers. Stakeholders have appreciated SAF for creating the platform to discuss this innovative nexus by bringing together government entities, employers, workers' organizations, recruiters, women migrant workers and civil society organizations. Even the first step of hosting national consultative dialogues in 2018 was considered unique, since the dialogue reached a collective understanding that neither labour migration issues nor VAW can be effectively solved without adequately considering the linkage between the two and recognizing the need for partnerships among various stakeholders working on these two interlinked areas.

The programme has respected and reinforced the integrated agendas and programmes of key stakeholders where they have already integrated labour migration, women's empowerment, gender equality, EVAW, anti-trafficking, and/or measures to eradicate forced labour. This strategy also helped SAF in optimizing and strengthening existing processes, platforms and mechanisms at the national level (such as, joint protocols and inter-agency/multi-stakeholder bodies) and subnational levels (such as, local/provincial multi-stakeholder bodies, MRCs, and local government services) in both countries of origin and destination. Several good practices can be upscaled and replicated, provided resources are allocated to them.

The following is a list of identified innovative, promising or good practices at the country level (for further details please see **Annex D**):

1. Leave no one behind
2. Whole-of-society approach/Supporting women migrant workers through the migration journey
3. Institutionalizing service provision
4. Use of technology
5. Women's voice, choice and agency



Communications and visibility

This section outlines the communication and dissemination activities of SAF from January 2018 to December 2023. It summarizes the efforts made by the programme related to visibility events and campaigns as well as communication efforts. Despite the setbacks caused by the COVID-19 outbreak, SAF has been able to accomplish its targets set for campaigns and outreach activities, while following the Objectives of the Spotlight Initiative communications and visibility plan and adapting to regional and national contexts as well as towards audiences in ASEAN. For instance, SAF's campaigns focused on integrating C4D elements to improve public perceptions and to promote positive behaviour change towards women migrant workers (especially following the Mid-Term Evaluation recommendation), and on ensuring that women migrant workers, their families and the wider community have access to accurate information about safe migration and EAW.

SAF's major communication objectives were aligned with those of the Spotlight Initiative and are listed as follows:

1. Raising awareness of the prevalence of violence against women migrant workers in the ASEAN region, by: (a) publicizing data and supportive facts; (b) offering to key audiences creative messaging that exhibited thought leadership on issues related to women migrant workers; and (c) sensitizing the media to these issues;
2. Illustrating and promoting the impact and results of SAF-supported interventions by finding, sharing and promoting the stories of women migrant workers whose lives had been positively transformed by SAF-supported interventions;
3. Providing C4D support to strengthen the implementation of SAF by influencing the creation and delivery of initiatives, campaigns and activities aimed at fostering behavioural changes and cultural shifts;
4. Ensuring visibility for the Spotlight Initiative and the European Union's financial support by coordinating consistent and coherent branding, high-profile endorsements from social influencers, media placements, consistent social media outreach, public events and campaigns.

Overview of SAF's approach to communications and visibility

At the onset of the project, SAF prepared a communications and visibility plan, which was revised periodically based on updated guidance from the Spotlight Secretariat and changing needs on the ground (for example, during COVID, online media were used more than in person outreach). Following the Mid-Term Evaluation, SAF started strengthening the communications for development (C4D) elements in its interventions to influence social norm change on positive contributions made by women migrant workers, by targeting specific stakeholders, especially youth.

Over the last six years, the programme led specific awareness and outreach activities to advocate for changing attitudes and behaviours towards women migrant workers and challenging existing gender stereotypes and social norms that influence the violence and discrimination that women migrant workers experience.

In the last six years, SAF developed knowledge products and materials with specific audiences in mind, used information from programme efforts to design events and activities that challenge prevailing social norms, and conducted outreach. As mentioned earlier, SAF's communication and visibility efforts focused on putting a spotlight on the issues facing women migrant workers as well as to provide visibility to the work of the Spotlight Initiative and the financial support of the European Union.



Some examples are cited below. For details, please refer to **Annex G**.

- **News and media reports:** A total **117** media references were made of SAF’s knowledge products (related to Output 3.1). These include national, regional and international media that have made reference to, or cited, the contents of knowledge products produced by SAF on safe and fair labour migration, violence against women migrant workers, labour exploitation, and TIP. These media articles were produced in several South-East Asian languages and in English, French and Spanish to reach wider audiences. SAF and its implementing partners collaborated with local television and radio programmes to raise public awareness of women migrant workers’ situations as well as their social and economic contributions to both countries of origin and destination. SAF also optimized television and radio appearances to disseminate information about safe migration, EVAW and the coordinated quality support services available to women migrant workers.
- **Campaigns and awareness-raising efforts:** **56** campaigns and **144** awareness-raising activities were conducted to shift negative attitudes and behaviours towards women migrant workers, address violence and harassment, and promote the positive contributions of women migrant workers. For instance, SAF collaborated with youth and community organizations to engage with members of the public at the grassroots level in order to inform the decision-making of potential women migrant workers and to engage their families and community members on safe migration and EVAW issues. SAF also worked with former women migrant workers and media organizations to develop their capacity by following C4D principles so they can more effectively advocate for safe migration. These campaigns, awareness-raising and outreach activities gained up to **35 million** online reach (Output 3.3).
- **Human interest stories:** SAF amplified the voices of women migrant workers through blog posts and human-interest stories. A total of **11** posts were published as of December 2023. SAF supported women migrant workers’ self-expression, ensuring that their experiences and concerns were heard by the public and by decision-makers (Output 3.1).

1. Messages

SAF was strategic and consistent with its key messages to ensure that they efficiently targeted and appealed to different audiences. The messages were informed by SAF’s studies and knowledge products.

The project very intentionally and proactively built capacity on the use of terms and language that is respectful, inclusive and reinforcing of key messages – as guided by the SAF publications [Media-Friendly Glossary on Migration: Women Migrant Workers and Ending Violence against Women \(EVAW\) Edition \(2020\)](#) and [“A Very Beautiful but Heavy Jacket”: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South-East Asia \(2022\)](#).

The key messages communicated through various initiatives of SAF programme included the following:

a. Women migrant workers in the ASEAN region

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



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

- Violence against women and girls is preventable, as global evidence shows us. Preventative actions should be gender transformative, tackling the root causes of violence and power imbalances and addressing specific risk factors – such as the belief that violence against women is acceptable or defensible.
- 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. The Sustainable Development Goals can only be achieved when the rights and opportunities of women migrant workers are recognized, respected and protected.
- Regardless of their migration status, women migrant workers should have equal rights to access essential services such as healthcare, legal, justice, police and social services.

c. Women migrant workers contribute to societies and economies

- Women migrant workers transform societies and economies in countries of destination and origin through their labour and economic contributions, including their remittances, and through exchange of knowledge and culture.
- Women migrant workers are important agents of change for their communities and help each other across both countries of origin and destination – in particular, women migrant workers who have experienced violence can make use of support from other women migrant workers.
- Safe and fair migration increases opportunities for women to contribute to developing their skills and transcending gender-based cultural norms that hold women back.

d. Solutions and calls to action

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

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

Websites remain important for SAF, which has served as the central hub for information about the programme. The year 2019 saw the addition of knowledge products and news items within the “News” and “Articles” sections of the Spotlight Initiative, ILO and UN Women websites, and knowledge products were uploaded in the “Publication” sections.



Spotlightinitiative.org, www.ilo.org/asia, and asiapacific.unwomen.org are the main websites hosting resources and knowledge products for the public. These websites have also archived human interest stories and past events. SAF also managed social media pages, including on Facebook and Twitter, as follows:

- Facebook: UN Women Asia and the Pacific (www.facebook.com/unwomenasia)
- Twitter: ILO Asia and the Pacific (<https://twitter.com/ILOAsiaPacific>)
UN Women Asia and the Pacific (<https://twitter.com/unwomenasia>)

While most social media activities were managed by the ILO and UN Women Regional Offices, some country offices have also optimized their country social media accounts by featuring SAF content in national languages, reinforcing national-level accessibility to knowledge and data.

Monthly flash reports were shared to keep UN Resident Coordinators, RCOs, EU delegation in the region and Brussels, and the Spotlight team abreast of the work of the project. Shared via email, the monthly flash reports served the role of an e-newsletter that summarized the activities and progress of the programme at the national and regional levels. From 2018 to 2023, 47 flash reports were distributed.

Table 3.1. Audience-specific communications tools and channels

Target audience	Communications tools and distribution channels
General public	News items, op-eds, infographics, photos, videos, human-interest stories, public events, social media content through online and offline communications (mass and digital media)
Actual and potential migrant workers	Knowledge-sharing, advocacy materials, infographics and videos through online platforms of the ILO, UN Women and partners, as well as through face-to-face activities
ASEAN Member States	Knowledge-sharing on National Dialogues and research, presentation of SAF during ASEAN meetings, and factsheets through face-to face distribution
ASEAN institutions	Bilateral and multilateral meetings, regional policy dialogues and consultations, knowledge-sharing events, knowledge products through face-to-face distribution and website
Workers' organizations	National and regional policy dialogues, national consultations, knowledge sharing and brainstorming events, knowledge products through face-to-face distribution and website
Employers and recruitment agencies	National and regional policy dialogues, consultations training, workshops, knowledge-sharing events
CSOs, community-based organizations and grassroots organizations	National consultations, knowledge-sharing events, directed awareness/ advocacy campaigns, online research reports, policy briefs and factsheets, and face-to-face distribution and online platforms



Youth groups	Videos, infographics, online research reports, social media content, radio, online human-interest stories, a brief on how to support the issue through face-to-face distribution and face-to-face workshops
Families and communities	Infographics, social media content, radio, articles, knowledge products on the outcomes of the scoping studies and household surveys through face-to-face distribution and online knowledge hub
Research institutions and academia, media networks	Research, op-eds, and knowledge-sharing events and products aimed at producing social norm change at the local level, online research reports, policy briefs and factsheets through face-to-face distribution and website

2. Media and visibility events

In the period between 2018 and 2023, the programme achieved **117** media references to its knowledge products (Output 3.1), linking research dissemination to key national and international events, such as International Women’s Day, 16 Days of Activism against GBV, and International Labour Day.

SAF also ensured maximum visibility for the Spotlight Initiative and the EU wherever possible by coordinating consistent and coherent branding, high-profile endorsements, media placements and public events. SAF has successfully drawn the media’s attention to its public events on issues related to violence against women migrant workers to reach broader audiences at both the regional and national levels.

Please see Annex G for the complete list of media and visibility events.

3. Human interest stories

Please see Annex G

4. Testimonials

Please see Annex G

5. Photos

Please see Annex G

6. Videos

Please see Annex G.



Looking forward – Ensuring Spotlight’s contributions are sustained

SAF has been working with stakeholders and implementing partners to ensure the interventions that Spotlight has made through the SAF programme are sustained. Some of the following strategies are being applied:

1) Ensuring that women migrant workers’ needs and priorities are present in decision-making – In keeping with the principle of “Leave no one behind”, SAF ensured that legal and policy frameworks that were developed, were done so in consultation with women migrant workers, civil society and other tripartite stakeholders (see Outputs 1.1 and 2.1). In Indonesia, such participation has been institutionalized via the tripartite plus forums that have been established at the village level by formal decrees; women migrant workers now have a platform to join tripartite constituents in village-level policy discussions and dialogues on an equal basis, and have a say on the effectiveness of government coordination in implementing Law No. 18/2017 and gender-responsive coordinated services for migrant workers. Such consultation is crucial because legislation shapes the regulatory frameworks and the policy environment in which ground-level interventions are planned, budgeted and implemented.

2) Building stakeholders’ capacity – SAF supported government officials and service providers to build their knowledge on labour migration, EAW and anti-trafficking, as well as developing their skills to provide gender-sensitive and migrant-inclusive services to women migrant workers and their families. SAF also supported grassroots service providers and women migrant workers’ organizations to improve their long-term institutional capacity to operate the MRCs, shelters and migrant workers’ organizations. Practical trainings were provided on documentation, financial management, organizational management, advocacy and social media use for advocacy and campaigns. Such capacity enhances the long-term ability of these grassroots organizations to function independently.

3) Transfer of knowledge and skills – SAF often took a “training-of-trainers” approach so that service providers could develop their institutional capacity to support knowledge transfers and skills to a greater number and diversity of stakeholders. Some of SAF’s initiatives in this area included:

- 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;
- training caseworkers in Indonesia 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;
- training peer educators in the SAF-supported peer networks to disseminate information on safe migration and violence against women to fellow women migrant workers in Cambodia;
- training select number of returnee migrant workers, local government representatives and community advocates in the Philippines to become peer facilitators on safe migration, gender equality, and violence and harassment issues who can then support trainings on these topics to stakeholders;
- training service providers in Cambodia, Indonesia, Malaysia and the Philippines to provide financial literacy skills training to women migrant workers and their families;
- training field organizers from trade unions on how to include women migrant workers in organizing actions, especially migrant domestic workers in ASEAN countries;
- building the capacity of migrant domestic workers to undertake their own advocacy campaigns in Malaysia and Singapore.

4) Institutionalize technical support from SAF to partners – SAF focused on transforming technical support into partner-owned systems, mechanisms or frameworks. Based on the trainings provided for stakeholders to increase their capacities, SAF provided in-depth consultations for them to institutionalize the



technical input provided. This included developing national and/or local SOPs to ensure quality service provision for women migrant workers, to strengthen information systems based on violence against women migrant workers data collection, and to formalize referral mechanisms developed at the local level. SAF also worked with national statistics offices and labour ministries in Brunei Darussalam, Cambodia, the Lao People's Democratic Republic, Indonesia, the Philippines, and Viet Nam to develop guidance to improve the collection of sex-disaggregated labour migration statistics and to submit this data to the ILO's international labour migration statistics (ILMS) database. In the Philippines, where SAF set up new MRCs, the programme developed a manual on operations. In other countries where SAF was supporting MRCs, SAF provided laptops and furniture to some MRCs so that they had the basic infrastructure to serve their clientele. In Myanmar, SAF supported the construction of an additional counselling room in f the LEOs which needed this , so that women could have more privacy when they sought help from these service providers. SAF gave the MRCs access to ILO's CLIENT system so that MRC staff have ready access to tools and templates, such as in-take forms, case management tools and data recording tools, which will allow them to maintain records and function effectively.

4) Empowering women migrant workers in the workplace and the community – When provided enabling environments, women migrant workers can advocate and lead efforts for rights protection. One of the most significant aspects of SAF's work has been to support women migrant workers' organizing and to strengthen women led peer networks, assisting women migrant workers' organizations and associations in building their leadership capacity, and training them on increasing their membership base, carrying out activities, and managing their organizations so that they can be self-sufficient. The establishment of migrant domestic workers' organizations such as PERTIMIG have been recognized as a good practice by the UN Network on Migration. SAF supported the IDWF in establishing PERTIMIG, and continued to support the organization in strengthening its grassroots work. In addition to this, SAF also invested in the economic empowerment of women, helping them develop new financial and entrepreneurship skills and new certified qualifications that will give them more livelihood opportunities.

5) Promoting national ownership – Ownership and support from government bodies at each level (central government, subnational and village government) are key to the long-term sustainability and continued effectiveness of the MRCs. This approach was successfully followed in Cambodia, Indonesia, the Lao People's Democratic Republic, the Philippines, and Viet Nam. The successful integration of the SAF-supported gender-responsive MRCs with the Indonesian Government's One Roof Integrated Services Office (LTSA) was due to the efforts made by SAF to get support for the initiative at every level of government. The integrated LTSA-MRC was recognized as a good practice by the UN Network of Migration. In 2022, the Indonesian Government announced that the integrated LTSA-MRC model will be replicated in the fisheries sector to strengthen protection services for migrant workers in this sector. The public commendations of the integrated MRC-LTSA practice also means that the Government is supportive of the initiative, and having taken ownership of the practice, it is likely to continue funding the MRC-LTSAs in the long run. Similarly, in the Philippines, SAF engaged with the Sub-Committee on International Migration and Development, an inter-agency coordination mechanism, to ensure that there is endorsement for SAF-supported initiatives such as the MRCs and the Reintegration Advisors for returning migrant workers at national, subnational and local level governments.

6) Documentation and creative commons use of technical knowledge developed by the programme – SAF ensured that the lessons learned from providing technical support were well documented and could be disseminated through knowledge products such as training manuals and toolkits, so that this knowledge can be replicated and transferred beyond SAF's immediate stakeholders and can be adapted to local and national contexts. For instance:

- *Training Manual for MRCs and Service Providers on Improving Services for Women Migrant Workers;*



- “Guidance Note to Develop Migrant-Sensitive National Action Plans on Violence against Women”;
- [Facilitator’s Manual: Training for Malaysian Inspectors on Forced Labour, Child Labour and Gender-based Discrimination, Violence and Harassment \(GBVH\) in the Workplace](#);
- “16 Essentials for Quality Multi-Sectoral Service Provision to Women Migrant Workers”;
- [Practical Guide: Developing Standard Operating Procedures \(SOPs\) for a Coordinated Response to Violence against Women, Including Women Migrant Workers](#);
- [Media-Friendly Glossary on Migration: Women Migrant Workers and Ending Violence against Women \(EVAW\) Edition](#);
- [Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN](#);
- [Safe Technology for the Provision of Services to Women Migrant Workers at Risk of or Subject to Violence](#);
- [Remote Service Provision for Women Migrant Workers at Risk or Subject to VAW](#);
- “Tips to Better Reach Social Media Users, Including Survivors of Violence”;

The above publications are a few examples of knowledge products capturing technical resources generated from SAF programme implementation that could be applied to any future initiatives on women’s labour migration. The use of creative commons licensing for SAF publications means that grassroots and community organizations can use these resources freely without having to worry about copyright infringement.

7) **Future programming** – The lessons learned from SAF will feed into future programming related to women’s labour migration, violence against women migrant workers and anti-trafficking initiatives in the context of labour migration keeping in mind the recommendations of the final evaluation of the programme. One such example is the new EU-funded ‘Ensuring Decent Work and Reducing Vulnerabilities for Women and Children in the Context of Labour Migration in Southeast Asia’ (also called PROTECT Protection of the Rights of Women and Children in Labour Migration) project which is implemented by the ILO, UN Women, UNICEF and UNODC and aims to protect the rights of women migrant workers and migrant children in Southeast Asia.



Annexes

Annex A: Results framework

Annex B: Risk matrix

Annex C: CSO engagement report

Annex D: Innovative, promising or good practices reporting

Annex E: List of stakeholders

Annex F: Assets / equipment / major supplies

Annex G1-G7: Communications and media





ANNUAL REPORT – ANNEX A

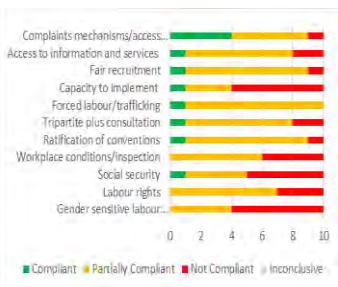
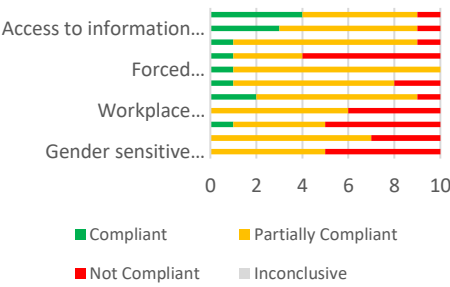
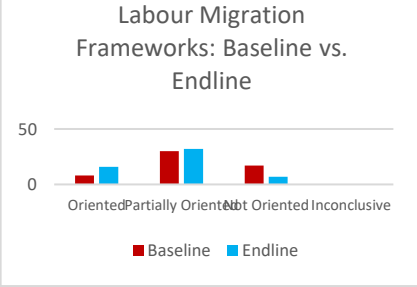
**SPOTLIGHT INITIATIVE
RESULTS FRAMEWORK**

COUNTRY/REGION: SOUTH-EAST ASIA/ASEAN REGION

PROGRAMME DURATION: 1 JANUARY 2018 – 31 DECEMBER 2023

REPORTING PERIOD: 01 JANUARY 2023 – 31 DECEMBER 2023

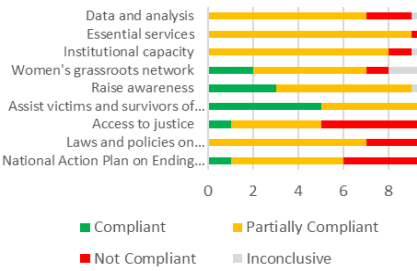
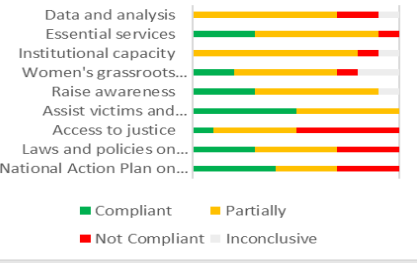
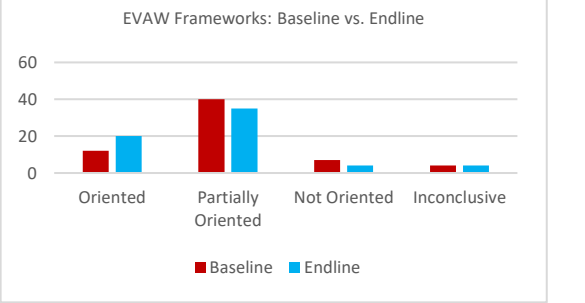
Results

SPECIFIC OBJECTIVE INDICATORS				
Outcome Indicator ¹	Baseline	Target	Cumulative results since start of Programme	On/Off Target ²
Specific Objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks				
1.1 Extent to which national policies and practices are in-line with the relevant normative frameworks on protection of migrant women, domestic workers and anti-trafficking.			 <p>Programme had exceeded nine out of the eleven targets and did not meet two targets. The two targets that were not achieved relate to “ratification of international labour conventions”, and “access to information and services”.³</p>	Made progress: Contributed to achievement of Objective level results

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.”).

³ The Endline study only considered those laws and policies that had been adopted with SAF’s inputs. Given the timing of the Endline study, the ratification of the Violence and Harassment Convention, 2019 (No. 190) by the Philippines in December 2023 was not included in the Endline assessment. In Viet Nam and the Philippines, the financial literacy modules that SAF prepared and that were adopted as official curriculum for use in government-supported trainings and skills development for migrant workers was also not included in the assessment. Furthermore, the Endline assessment could not include Indonesia’s Inspection and Supervision Guidelines on Labour Migration for recruitment agencies, and additional 38 village-level regulations on migration and gender issues, due to the timeline of the Endline.

<p>1.2 Number of complaints successfully resolved for women migrant workers</p>	<p>0 complaints⁴</p>	<p>1981 complaints</p>	<p>2,831 complaints</p>	<p>Achieved</p>
<p>Specific Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services</p>				
<p>2.1. Extent to which national laws, policies, plans and strategies are in-line with the normative frameworks on prevention and response to violence against women.</p>	 <p>Legend: Compliant (Green), Partially Compliant (Yellow), Not Compliant (Red), Inconclusive (Grey)</p>	 <p>Legend: Compliant (Green), Partially Compliant (Yellow), Not Compliant (Red), Inconclusive (Grey)</p>	 <p>SAF exceeded targets for 3 of the 9 normative areas, met the targets for 4, met 1 target (as an equivalent) and achieved below the target in only 1 target area.</p>	<p>Made progress: Contributed to achievement of Objective level results</p>

⁴ A quantitative measurement of complaints settlements reached through Safe and Fair Migrant Worker Resource Centre legal assistance.

2.2. Quality of service outcomes for WMWs experiencing VAW



SAF exceeded targets by developing 25 information systems across 5 countries and 17 referral mechanisms across 4 countries (6 countries in total). The target from the ProDoc was 12 information systems and 9 referral mechanisms across 6 countries.

Made significant progress

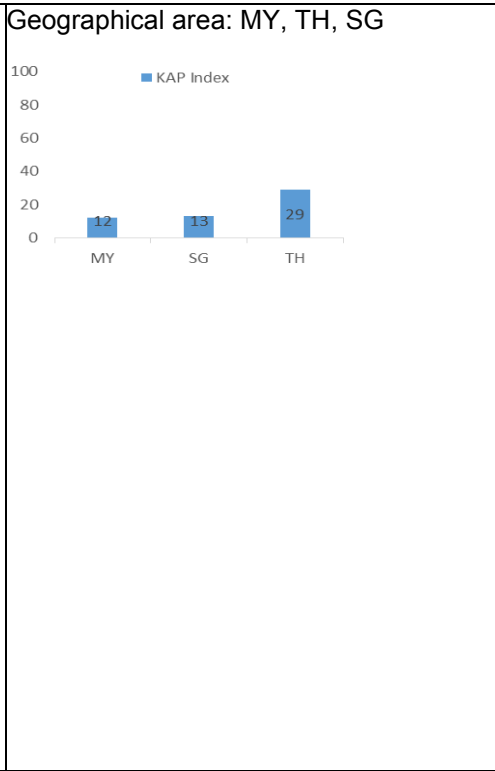
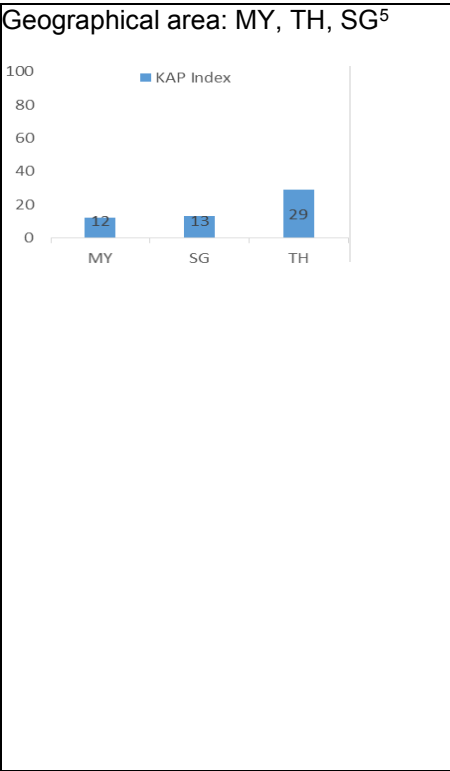
The analysis of the provided Output Indicator Status shows that both components of the program, related to information systems and referral mechanisms, have made significant progress towards the availability of coordinated quality services specifically designed for WMWs who are survivors of violence. 25 Information systems have been strengthened beyond the target of 12, and 17 referral mechanisms were established, exceeding the target of 9; however, the referral mechanisms were only implemented across 4 countries, not in 6 as the target indicates. These achievements indicate positive strides and significant progress in enhancing the capacity to provide coordinated services for migrant women workers in the specified regions.

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

3.2 Number of governmental and civil society organizations implementing activities to protect the rights of women migrant workers in the ASEAN



Statement	Malaysia - % of respondents who agreed with the statement		Singapore - % of respondents who agreed with the statement		Thailand - % of respondents who agreed with the statement	
	2023 (n=104)	2019 (n=104)	2023 (n=104)	2019 (n=104)	2023 (n=104)	2019 (n=104)
Knowledge						
Domestic workers do not have the same work benefits as other workers	48	35	53	51	56	44
There is a wage shortage for low-skilled workers doing the manual work	48	35	53	51	56	44
Migrant workers contribute positively to the national economy	71	66	71	74	74	66
If the migration process is complex or expensive, more migrants will come irregularly	7	8	15	23	13	12
The current rate is not impacted negatively by migrant workers	12	21	10	12	13	13
Attitudes						
Migrant workers should not receive the same pay and benefits as local workers	12	21	10	12	13	13
Our country does not need low-skilled migrant workers from other countries	12	21	10	12	13	13
Migrant workers are a drain on the national economy	12	21	10	12	13	13
We should make it more difficult for migrants to come and work in this country	12	21	10	12	13	13
Migrants control a high number of the votes in this country	12	21	10	12	13	13
Practices (complementary)						
State and employer continue saving offshore funds about migrant workers	48	35	53	51	56	44
United to migrant workers with their community at get ahead in their work	48	35	53	51	56	44
State to fund about some positive contribution migrant workers have made	48	35	53	51	56	44
Encouraged someone who have a domestic worker to pay for the work permit	48	35	53	51	56	44
Support to the police or NGOs often encounter and found employing migrant child worker	48	35	53	51	56	44

n/a

Achieved

The 2019 KAP study identified 15 statements as the basis for developing its index rating; the same questions were asked in the 2023 survey, with a comparable set of respondents. Comparisons of changes in public attitudes by looking at the responses to the 15 key statements. Overall, in Thailand there can be seen a positive improvement in knowledge, attitudes and practices in 9 statements; in Singapore a positive improvement in 7 statements (but a complete decline in attitudes); and in Malaysia, a positive improvement in 8 statements.

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

⁶ Note that this list includes trade unions, employers organisations, CSOs (inclusive of associations, academic institutions, mass organizations), and government organizations. See also Annex C for list of CSO partners who have received financial support from SAF.

region.				
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OUTPUT INDICATORS

Output Indicator	Baseline	Target	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	102 policy instruments (of which 70 adopted)	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)	15,894 training participants (58.8% women)	Achieved
1.2.2 Number of TVET institutions and skills training centers providing tailored skills training to women migrant workers in four countries	0 institutions (supported by SAF)	8 institutions or centers in at least 4 ASEAN countries	28 institutions in 3 ASEAN countries	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).

Output Indicator	Baseline	Target	Cumulative results since start of programme	On/Off Target
Output 1.3: Opportunities for women migrant workers to organize at the regional, national and local level, to enhance safe and fair migration and address labour exploitation and gender-based discrimination is increased.				
1.3.1. Number of women migrant workers who join trade unions or are networked into migrant worker associations.	0 women migrants (supported by SAF)	5,000 women migrants	9,246 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	23 trade unions/ migrant worker associations ⁸	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 ^{9,10}	76,211 women migrant workers ¹¹ (of total 208,705 migrant workers) and 7,564 family members ¹²	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.				

⁸ Some of the trade unions and associations are overlapping as they have implemented cross-border activities across years.

⁹ Baseline and target combined across all three Output 1.4 indicators as per prodoc.

¹⁰ 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.

¹¹ This number includes: 65,434 women migrant workers who received counselling and information provision; 9,492 women migrant workers who received legal assistance and support; and 1,285 women migrant workers who received vocational training and skills certification.

¹² 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.

Output Indicator	Baseline	Target	Cumulative results since start of programme	On/Off Target
2.1.1.a Number of laws and policies adopted or amended with UN Women inputs on rights-based and survivor-centered approaches.	0 laws and policies (supported by SAF)	3 laws and policies ¹³	9 laws/policies ¹⁴	Achieved
2.1.1.b Number of laws and policies on EAW provided with technical support/inputs by UN Women ensuring integration of rights-based and survivor-centred approaches	0 laws and policies (supported by SAF)	6 ¹⁵	5 laws/policies	Made progress /Achieved ¹⁶
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 ¹⁷	4 countries ¹⁸ 6 action plans (4 national action plans and 1 local action plan, including 1 regional action plan)	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	25 information system	Achieved

¹³ NB This is an indicator of total number of laws and/or policies that move in a measurable positive direction.

¹⁴ 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.

¹⁵ 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.

¹⁶ In total SAF gave inputs to 14 laws and policies on EAW. Of these 9 were adopted and have been counted under 2.1.1.a. To avoid double-reporting, only those laws and policies which did not get adopted by end-2023 and remain still in the drafting stage have been noted in 2.1.1.b.

¹⁷ NB this is an indicator of the total number of NAPs that move in a measurable positive direction.

¹⁸ This includes Cambodia, Indonesia, Lao PDR, Malaysia, Viet Nam, and one regional (ASEAN) action plan.



Output Indicator	Baseline	Target	Cumulative results since start of programme	On/Off Target
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	17 referral mechanisms in 4 countries	Made progress
Output 2.3: Networks of women's groups, community-based organizations, labour unions and local government agencies are established and mobilized to provide access to information and services and prevent violence and trafficking of women throughout the migration cycle, including through the use of innovative technology.				
2.3.1 Number of users of community-based and women-led networks supported by UN Women active in preventing VAW and trafficking	0 users (supported by SAF)	2750 users	137,906 users	Achieved
2.3.2 Number of women migrants who are provided with information by networks.	0 migrant women (supported by SAF)	7500 migrant women	322,270 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)	2880 migrant women	30,284 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)	1040 front-line service providers	5,792 front line service providers ¹⁹	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	15 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.				

¹⁹ NB. Number not necessarily mutually exclusive, as some stakeholders may go to more than one SAF training.

Output Indicator	Baseline	Target	Cumulative results since start of programme	On/Off Target
3.1.1 Quality of participation of WMWs in international events.	0 blogs	10 blogs	11 blogs	Achieved
3.1.2 Number of media references to the content of knowledge products on women migrant workers.	0 media references	100 media references	117 media references	Achieved
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	180 research studies and knowledge materials ²⁰	Achieved
Output 3.2: Capacity of relevant ministries and national statistic offices to produce and apply policy-relevant official data and analysis on women's labour migration and violence against women migrant workers is improved.				
3.2.1. Percent of a complete sex- disaggregated dataset produced by governments on labour migration statistics	45% total datasets ²¹ (41% sex-disaggregated datasets)	65% total datasets (61% sex-disaggregated datasets) ²²	55 % sex-disaggregated dataset	Made progress ²³
3.2.2. Number of government personnel, including (government) service providers, who have enhanced capacities to collect prevalence and/or incidence data on VAW, including women migrant workers, in line with international and regional standards	0 government personnel	300 government personnel ²⁴	276 government personnel	Made progress

²⁰ SAF supported the development of 158 knowledge products and contributed to 22 research studies and knowledge materials.

²¹ When SAF's baseline and target were set, the target and baseline of 45% and 65% were set based on all data sets in ILMS, not the sex-disaggregated data sets. Thus, in parenthetical brackets below are the re-calculated baseline of 41% and the target (keeping a range of 20 percentage points) of 61%..

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

²³ As of end 2023, SAF had made progress to improve the collection of sex-disaggregated ILMS data; 14 percentage points has been reached out of the 20 percentage point baseline-target gap.

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

Output Indicator	Baseline	Target	Cumulative results since start of programme	On/Off Target
Output 3.3: Public campaigns to change attitudes and behaviours towards women migrant workers are implemented, particularly targeting employers, recruiters, duty-bearers and youth groups, including to address VAW, trafficking, and gender-based discrimination of women migrant workers.				
3.3.1 Number of persons reached through awareness-raising campaigns to change attitudes and behaviors towards women migrants.	0 stakeholders	500,000 stakeholders ²⁵	35,654,032 stakeholders	Achieved
3.3.2 Number persons reached through campaigns to address VAW, trafficking and gender-based discrimination of women migrant workers. ²⁶				

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

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

Annual report - Annex B Risk management report

Country Programme / Regional Programme: Safe and Fair:
Realizing Women Migrant Workers' Rights and Opportunities in ASEAN
Reporting Period: 01 January 2018 - 31 December 2023

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 (All text in the Risk Management Report: Arial 10 point, normal) 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	Risk Monitoring How (and how often) did your programme monitor the risk(s) during the reporting period?		Addressing the Risk: Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			Periodicity	Source for monitoring		
Contextual risks						
1. Women continue to be denied mobility – out of their homes, shelters, countries of origin, workplaces and accommodations- either due to bans, restrictive protectionist policies, cultural norms, high costs of fees of migration, and in the context of the COVID-19 pandemic	3	3	Rolling	News reports, CSO partners and conversations with governments	Throughout the implementation of the programme, SAF advocated for removing bans and mobility restrictions and positive policy changes were seen in Indonesia, Myanmar, Laos. With the reopening of borders for international travel and labour migration, post covid, mobility restrictions reduced. However, the programme continued to enhance capacities of national stakeholders to adopt safe technology-based solutions for remote service provision. The programme engaged duty bearers and youth in addressing negative stereotypes and narratives describing migrant workers as carriers of the virus and in need to be contained. The programme also continued to highlight positive contributions of women migrant workers to countries of origin and destination.	All countries in programme and RO team
2. Negative attitudes towards migrant workers continue to prevail	3	4	Rolling and end of programme	News reports, CSO partners, workers'organisations and end-line studies	Negative attitudes towards migrant workers became worse during COVID-19, as migrant workers were even more stigmatized and perceived as virus carriers. The economic downturn and loss of jobs in the informal economy further exacerbated risks for migrant workers. Communication efforts were continued throughout the six years for developing a positive discourse of women's migration. The programme engaged with media to , and with young people and public in general. Evidence-based campaigns to promote positive attitudes towards migrant workers and counter misleading rhetoric were undertaken.	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 thus the hard-won victories for women and girls achieved so far are at risk	4	3	Rolling and end of programme	News reports, CSO partners, workers'organisations and end-line studies	SAF monitored the situation on the ground to support its CSO partners, and continued to engage CSOs from 9 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.	All countries and RO team

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal) 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	Risk Monitoring How (and how often) did your programme monitor the risk(s) during the reporting period?		Addressing the Risk: Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			Periodicity	Source for monitoring		
4. COVID-19 increased the risk of VAW and trafficking experienced by women migrant workers, as well as lowered their access to services and the quality and quantity of labour migration opportunities for them, both leading to increased gender, class and other inequalities, poverty, and mental and physical issues	4	4	Rolling and end of programme	News reports, CSO partners, workers organisations and research by SAF and other partners	SAF continued to advocate for maintaining or strengthening the availability of coordinated quality essential services for survivors of violence and trafficked persons in an emergency context like COVID-19, as many shelters closed their doors and service delivery was interrupted in many countries, including in the region. Support to CSOs was also continued to provide remote and enhanced services through hotlines/Whatsapp, with translation services, to enhance WMW's access to information and referral services. SAF also enhanced skills of partners on the safe use of technology for remote service provision. High cost of regular labour migration contributes to increased irregular and undocumented migration and migrant smuggling. SAF's technical support to laws and policies included advocacy messages to not passing fees and costs related to covid to migrant workers. SAF's advocacy was 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 coupled with broader advocacy efforts.	All countries and RO team
Programmatic risks						
5. 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 continued its advocacy efforts to include rights of domestic workers in the law and ratification of ILC 189. SAF supported domestic worker groups' advocacy which continued to take place in Malaysia, and highlighted issues of MDWs in Singapore, Thailand. The programme continued to strengthen migrant domestic workers organizing through IDWF.	All countries and RO team
6. Informal migration pathways are unlikely to be directly reached by government data collection and/or improved policy frameworks (when focused on documented migrants), leaving sometimes substantial proportions of women migrant workers unprotected or not benefitting from progress made against outputs carried out through government partnerships	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 prioritized sectors that remained informal, such as domestic work. The programme built 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's 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
7. Country specific risk- Myanmar- The political developments in 2021 in Myanmar resulted in shrinking of space for CSOs and partners in Myanmar to work with women migrant workers. The risks to CSOs and trade unions to work increased in 2022, resulting in near suspension of activities. One of SAF INGO partners withdrew from Myanmar. The environment has resulted in further regression in results achieved in 2018-2020	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. Where possible community groups were supported. SAF prioritised the support to trade union partners who continued to work despite difficult circumstances. As per UNCT engagement guidelines in the country, the existing activities of each project had to be reviewed and scaled down/reprogramed, including in terms of geographical coverage; currently, SAF does not have any engagement with the government of Myanmar. The programme is prioritizing the engagement of women migrant workers, CSOs, CBOs and women's networks in all meetings/dialogues and forums organized at country and regional levels. More agreements with relevant CSOs are being signed but some partnerships had to be ended because of security risks for the partners.	RO team and management for Myanmar

Risk Assessment (All text in the Risk Management Report: Arial 10 point, normal) Risk: Please include new risks, if any, denoting these with [New Risk]	Likelihood:		Impact:		Risk Monitoring		Addressing the Risk: Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
	Almost Certain	– 5	Extreme	– 5	How (and how often) did your programme monitor the risk(s) during the reporting period?			
	Likely	– 4	Major	– 4	Periodicity	Source for monitoring		
	Possible	– 3	Moderate	– 3				
	Unlikely	– 2	Minor	– 2				
	Rare	– 1	Insignificant	– 1				
8. In 2022 which was meant to be the last year in the implementation of the project, and in 2023, the project saw many staff transitions, which delayed implementation, coordination with partners for reporting	3		3		Rolling	Team meetings	The RUNOs continued to seek solutions for staff replacement in line with the rules and regulations to ensure smooth continuity. Services of external technical consultants were sought to ensure technical coordination support, implementation coupled with monitoring and reporting oversight. The programme has strong systems for planning, monitoring, knowledge management reporting, and coordination which were maintained throughout and allowed the programme to continue to stay on track and deliver above targets in many cases. The lead programme managers at ILO and UN Women stayed with the programme, bringing stability and continuity.	RUNOs
Institutional risks								
9. Engagement of some relevant governments remained challenging.	2		2			The programme has had limited implementation in Brunei Darussalem	Regional team	
10. Monitoring of partners activities on the ground continued to pose a challenge due to presence of outbreaks/presence of Covid-19 in certain project countries and areas and due to delays during Covid-19, and changes in the government departments, receiving reports, timely delivery of reports was a challenge.	3		3		Rolling	NPACs and regular meetings with these partners	SAF continued online support to partners, including through more extensive online trainings. Where possible, national staff had video calls, undertook missions to visit partners.	
11. ROLE OF UNODC: There has been limited allocation for UNODC engagement in the project document. This limits possibilities of activities specific to anti trafficking.	3		2		Quarterly	Discussions with UNODC	Discussions continued to ensure strategic engagement with the technical staff of UNODC	Regional team and senior management of ILO-UNWOMEN-UNODC
Fiduciary risks								
12. Implementing partners often lacked capacity or understanding on disbursement of funds and collecting necessary documentation, writing reports, including those which have a small team dedicated to project activities of SAF	4		4		Rolling	Financial reports from partners and NPC monitoring role	The project continuously trained partners on results reporting financial rules and regulations, permissible costs and need for documentation.	All countries in programme and RO team

Outcome	Output	Name of Recipient UN Organization (RUNO) funding the CSO	Name of Civil Society Organization (CSO)	Type of CSO	Modality of Engagement	Total award amount (USD)	Out of the total amount awarded, how much has been disbursed to the CSO by 31 December 2023?	Is the award or part of the award being sub-granted/contracted to other CSOs?	If yes, what percentage of this award is planned for sub-granting or sub-contracting?	What is the estimated planned number of sub-granted or sub-contracted CSOs?	What percentage of the Award is going to core institutional support to CSOs?	Is this CSO woman-led and/or a women's rights organization (WRO)/ feminist CSO?	Is the CSO a new or existing partner?	Vulnerable/ Marginalized Populations Supported by Award											
														Adolescent girls	Elderly women	Indigenous women and girls	LGBTQI persons	Sex workers	Migrant women and girls	Women and girls from ethnic minorities and/or religious minorities	Women and girls living with HIV/AIDS	Women and girls with disabilities	Rural women	Other marginalised groups relevant in national context	
1	Output1.3	ILO	International Domestic Workers Federation (IDWF)	Regional (operates in at least two countries within same region)	Implementing Partner (IP)	\$153,907.00	\$153,907.00	No	0%	0	0%	Yes	Existing							X					
1	Output1.3	ILO	Justice Without Borders (JWB)	Regional (operates in at least two countries within same region)	Implementing Partner (IP)	\$49,391.00	\$48,589.24	No	0%	0	48%	No	New							X					
1	Output1.3	ILO	Justice Without Borders (JWB)	Regional (operates in at least two countries within same region)	Implementing Partner (IP)	\$75,027.00	\$68,292.00	No	0%	0	0%	No	New							X					
1	Output1.4	ILO	Cambodia Women's Crisis Centre (CWCC)	National	Implementing Partner (IP)	\$85,000.00	\$79,443.48	No	0%	0	0%	Yes	New							X					
1	Output1.4	ILO	Care International in Lao PDR	National	Implementing Partner (IP)	\$164,996.22	\$123,249.89	No	0%	0	0%	No	New	X						X	X			X	
1	Output1.4	ILO	Village Focus International	National	Implementing Partner (IP)	\$79,345.50	\$27,270.43	No	0%	0	0%	No	Existing							X	X			X	
1	Output1.4	ILO	Foundation for Education and Development (FED)	National	Implementing Partner (IP)	\$22,032.61	\$21,215.26	Yes	97%	0	0%	No	Existing							X	X			X	
1	Output1.4	ILO	Samaritan's Purse	National	Implementing Partner (IP)	\$95,139.00	\$37,227.49	No	0%	0	0%	No	Existing							X	X			X	
1	Output1.4	ILO	Persatuan Sahabat Wanita Selangor (PSWS, Malaysia)	National	Implementing Partner (IP)	\$124,291.16	\$99,839.78	No	0%	0	0%	Yes	New							X					
1	Output1.4	ILO	Persatuan Sahabat Wanita Selangor (PSWS, Malaysia)	National	Implementing Partner (IP)	\$48,404.57	\$43,509.02	No	0%	0	0%	Yes	New							X					
1	Output1.4	ILO	Tenaganita (Malaysia)	National	Implementing Partner (IP)	\$26,650.17	\$27,687.03	No	0%	0	0%	Yes	Existing							X					
1	Output1.4	ILO	Humanitarian Organisation of Migration Economics (HOME, Singapore)	National	Implementing Partner (IP)	\$88,369.43	\$104,692.66	No	0%	0	55%	Yes	Existing							X					
1	Output1.4	ILO	Humanitarian Organisation of Migration Economics (HOME, Singapore)	National	Implementing Partner (IP)	\$471,589.52	\$469,952.23	No	0%	0	0%	Yes	Existing							X					
1	Output1.4	ILO	Peaceway Foundation (MWG, Thailand)	National	Implementing Partner (IP)	\$15,698.59	\$4,499.10	No	0%	0	0%	No	Existing							X					
1	Output1.4	ILO	World Vision Foundation Thailand	National	Implementing Partner (IP)	\$206,954.19	\$197,716.02	No	0%	0	0%	No	New							X					
1	Output1.4	ILO	Atikha	Regional (operates in at least two countries within same region)	Implementing Partner (IP)	\$402,513.50	\$398,404.09	No	0%	0	0%	No	New							X					
1	Output1.4	ILO	Migrant Care	National	Implementing Partner (IP)	\$30,103.59	\$27,219.67	No	0%	0	0%	No	New							X					

Outcome	Output	Name of Recipient UN Organization (RUNO) funding the CSO	Name of Civil Society Organization (CSO)	Type of CSO	Modality of Engagement	Total award amount (USD)	Out of the total amount awarded, how much has been disbursed to the CSO by 31 December 2023?	Is the award or part of the award being sub-granted/contracted to other CSOs?	If yes, what percentage of this award is planned for sub-granting or sub-contracting?	What is the estimated planned number of sub-granted or sub-contracted CSOs?	What percentage of the Award is going to core institutional support to CSOs?	Is this CSO woman-led and/or a women's rights organization (WRO)/ feminist CSO?	Is the CSO a new or existing partner?	Vulnerable/ Marginalized Populations Supported by Award										
														Adolescent girls	Elderly women	Indigenous women and girls	LGBTQI persons	Sex workers	Migrant women and girls	Women and girls from ethnic minorities and/or religious minorities	Women and girls living with HIV/AIDS	Women and girls with disabilities	Rural women	Other marginalised groups relevant in national context
2	Output2.1	UN WOMEN	Para sa Sining Collaboratory Inc.	National	Vendor	\$33,026.08	\$33,026.08	No	0%	0	0%	No	New							X				
2	Output2.1	UN WOMEN	Lawyers Beyond Borders Philippines, Inc.	National	Vendor	\$14,295.13	\$14,295.13	No	0%	0	0%	No	New							X				
2	Output2.1	UN WOMEN	Global Rights for Women	International	Vendor	\$30,500.00	\$30,500.00	No	0%	0	0%	Yes	New							X				
2	Output2.1	UN WOMEN	Monash University	International	Vendor	\$192,793.50	\$192,793.50	No	0%	0	0%	Yes	New							X				
2	Output2.2	UN WOMEN	Institute of Politics and Governance	National	Vendor	\$74,500.00	\$36,076.94	No	0%	0	0%	Yes	Existing							X				
2	Output2.2	UN WOMEN	TALIKALA (Philippines)	National	Vendor	\$38,750.00	\$12,945.04	No	0%	0	0%	Yes	Existing							X				
2	Output2.3	UN WOMEN	Quilt.ai	International	Vendor	\$36,578.15	\$36,578.15	No	0%	0	0%	No	New							X				
2	Output2.3	UN WOMEN	CARE International in Cambodia	International	Grantee	\$249,500.00	\$248,200.13	Yes	16%	1	17%	Yes	Existing							X				
2	Output2.3	UN WOMEN	Child Helpline Cambodia (CHC)	National	Grantee	\$314,000.00	\$271,057.18	Yes	36%	2	40%	No	Existing							X				
2	Output2.3	UN WOMEN	Yayasan Kalyanamitra	National	Grantee	\$138,569.00	\$119,048.91	No	0%	0	3%	Yes	Existing							X				
2	Output2.3	UN WOMEN	Yayasan Sapa	National	Grantee	\$87,228.00	\$82,252.57	Yes	50%	2	7%	Yes	Existing							X				
2	Output2.3	UN WOMEN	Perkumpulan Damar	National	Grantee	\$58,803.00	\$56,089.82	Yes	40%	1	7%	Yes	Existing							X				
2	Output2.3	UN WOMEN	Center for Migrant Advocacy (CMA)	National	Grantee	\$78,864.00	\$78,864.00	No	0%	0	0%	Yes	Existing							X				
2	Output2.3	UN WOMEN	Women's Legal and Human Rights Bureau (WLB)	National	Grantee	\$81,500.00	\$48,093.93	No	0%	0	0%	Yes	Existing							X				
2	Output2.3	UN WOMEN	Development Action for Women Network, Inc (DAWN)	National	Vendor	\$40,562.00	\$28,389.81	No	0%	0	0%	Yes	New							X				
2	Output2.3	UN WOMEN	Batis Center for Women Incorporated	National	Vendor	\$18,900.00	\$17,830.84	No	0%	0	0%	Yes	New							X				
2	Output2.3	UN WOMEN	Likhaan Center for Women's Health Inc.	National	Vendor	\$43,200.00	\$32,471.64	No	0%	0	0%	Yes	New							X				
2	Output2.3	UN WOMEN	Coalition Against Trafficking in Women – Asia Pacific	National	Vendor	\$29,200.00	\$13,940.36	No	0%	0	0%	Yes	New							X				
2	Output2.3	UN WOMEN	Engadin Corporation	National	Vendor	\$22,372.25	\$22,262.52	No	0%	0	0%	Yes	New							X				

Outcome	Output	Name of Recipient UN Organization (RUNO) funding the CSO	Name of Civil Society Organization (CSO)	Type of CSO	Modality of Engagement	Total award amount (USD)	Out of the total amount awarded, how much has been disbursed to the CSO by 31 December 2023?	Is the award or part of the award being sub-granted/contracted to other CSOs?	If yes, what percentage of this award is planned for sub-granting or sub-contracting?	What is the estimated planned number of sub-granted or sub-contracted CSOs?	What percentage of the Award is going to core institutional support to CSOs?	Is this CSO woman-led and/or a women's rights organization (WRO)/ feminist CSO?	Is the CSO a new or existing partner?	Vulnerable/ Marginalized Populations Supported by Award												
														Adolescent girls	Elderly women	Indigenous women and girls	LGBTQI persons	Sex workers	Migrant women and girls	Women and girls from ethnic minorities and/or religious minorities	Women and girls living with HIV/AIDS	Women and girls with disabilities	Rural women	Other marginalised groups relevant in national context		
2	Output2.3	UN WOMEN	Foundation for Labour and Employment Promotion (FLEP)	National	Grantee	\$419,845.04	\$353,587.01	No	0%	0	46%	Yes	Existing								X					
2	Output2.3	UN WOMEN	Rights Beyond Border (RBB)	National	Grantee	\$47,632.75	\$47,632.75	No	0%	0	0%	Yes	Existing									X				
2	Output2.3	UN WOMEN	██████████████████	National	Grantee	\$357,524.97	\$357,524.97	Yes	25%	4	25%	Yes	Existing									X				
2	Output2.3	UN WOMEN	Institute for Social Development Studies (ISDS; Vien Nghien Cuu Phat)	National	Grantee	\$96,010.68	\$94,504.60	No	0%	0	0%	Yes	Existing									X				
2	Output2.3	UN WOMEN	National Association for Sikolohiyang Pilipino (NASPI or National Association for Filipino Psychology)	National	Grantee	\$10,000.00	\$10,000.00	No	0%	0	0%	Yes	Existing									X				
2	Output2.4	UN WOMEN	LEAD Women	National	Vendor	\$29,473.00	\$29,473.00	No	0%	0	0%	Yes	New									X				
2	Output2.4	UN WOMEN	Business for Social Responsibility (BSR)	International	Vendor	\$108,000.00	\$108,000.00	No	0%	0	0%	No	New									X				
2	Output2.4	UN WOMEN	Women's Aid Organisation	National	Vendor	\$100,569.15	\$75,257.65	No	0%	0	0%	Yes	Existing									X				
2	Output2.4	UN WOMEN	Miriam College Foundation Inc. (WAGI)	National	Vendor	\$83,515.91	\$83,515.91	No	0%	0	0%	Yes	Existing									X				
2	Output2.4	UN WOMEN	Center for Studies and Applied Science for Gender - Family - Women and Adolescents (CSAGA)	National	Vendor	\$3,373.00	\$3,735.53	No	0%	0	0%	Yes	Existing									X				
3	Output3.1	ILO	Edge Effect	Regional (operates in at least two countries within same region)	Implementing Partner (IP)	\$160,006.00	\$157,320.46	Yes	9%	2 (ASEAN SOGIE Caucus, and Migrant Forum Asia)	7%	Yes	New								X					



SPOTLIGHT INITIATIVE

INNOVATIVE, PROMISING OR GOOD PRACTICES AND KNOWLEDGE PRODUCTION REPORTING TEMPLATE (ANNEX D)

COUNTRY/REGION: SAFE AND FAIR: REALIZING WOMEN MIGRANT WORKERS' RIGHTS AND OPPORTUNITIES IN THE ASEAN REGION

REPORTING PERIOD: 1 JANUARY 2018 – 31 DECEMBER 2023



Spotlight Initiative

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:

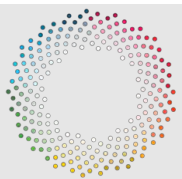
	Innovation, experience	Promising practices	Good practices	Policy, principles, norms
Level of evidence	Minimal objective evidence, inferences from parallel experiences and contexts. Lessons learned need to be drawn.	Unproven in multiple settings, anecdotal evidence, testimonials, articles, reports. Existing 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 potential and applicability	New idea, no previous experience, highest risk.	High risk, but potential for further investigation.	Demonstrated replicability, limited risk for replicability.	Consistently replicable, widely applicable.

Adapted from Hancock, J. (2003): *Scaling-up for increased impact of development practice: Issues and options in support of the implementation of the World Bank's Rural Strategy. Rural Strategy Working Paper, World Bank, Washington D.C.*

¹ Guidelines on good practices, UNHCR. 2019. Accessible here: <https://www.unhcr.org/5d15fb634>

² Good Practice Template, FAO. 2016. Accessible here: <http://www.fao.org/3/a-as547e.pdf>





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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**

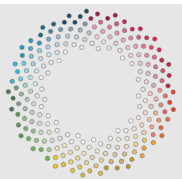
A **promising practice** has demonstrated a **high degree of success in its single setting**, and the possibility of replication in the same setting is guaranteed. It has generated some quantitative **data** showing positive outcomes over a period of time. A promising practice has the **potential** to 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.

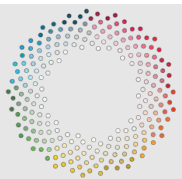




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<p>Title of the Innovative, Promising or Good Practice</p>	<p>Whole-of-society Approach: Engaging non-traditional stakeholders to promote and protect the rights of women migrant workers throughout the migration journey – promising practice (regional)</p>
<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>There are a range of actors who are involved in facilitating safe migration for women. The same is true for efforts to prevent, address and reduce violence against women migrant workers. In addition to government stakeholders and women migrant workers themselves, their families, community members, recruitment agencies, trade unions, information and service providers in their country of origin, employers, workers’ organisations, embassy officials, service providers, and host communities in countries of destination – although many of these stakeholders are considered ‘non-traditional’ – all play a role and all have responsibilities for ensuring decent work, safe migration, and for eliminating violence against women.</p> <p>From 2018-2023, SAF has been engaging non-traditional actors such as employers, trade unions, recruitment agencies, embassy officials, youth and media to make labour migration practices and ERAW responses more cognizant, proactive and responsive to the needs of women migrant workers. To ensure that all actors understand their roles and responsibilities in address VAW and in ensuring safe migration outcomes, the actions undertaken through this practice involve capacity building, cross-border and community dialogues, and advocacy. This is in keeping with Spotlight Initiative’s <i>Whole-of-Society Approach</i> to use “multiple, mutually reinforcing entry points to tackle the root causes of violence at every level” – in this case, applying it to the context of women’s labour migration in the ASEAN region.</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The objective of this practice was to apply a ‘whole-of-society’ approach to tackle the myriad challenges in making labour migration safe and fair, and free of violence, for all women migrant workers in the ASEAN region.</p>
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>The ultimate beneficiaries are women migrant workers who benefit from improved gender-responsive services and support from different migration and ERAW actors throughout their migration journey, at all stages of their migration – from recruitment to return. The stakeholders who were targeted in this practice were recruitment agencies, employers, embassy officials, families, youth and media. They were engaged through capacity-building and training, knowledge exchanges, advocacy and outreach actions; these interventions focused on issues related to women’s labour migration (including safe migration, gender, skills, ending violence against women, and anti-trafficking), building these non-traditional actors’ capacities to better understand and respond to women’s needs in the context of labour migration, violence and harassment.</p>
<p>What makes this an innovative, promising, or good practice?</p>	<p>From 2018-2023, SAF worked to improve the conditions for women migrant workers in the ASEAN region, the majority of whom are in elementary occupations. For women migrant workers, who are a mobile population, the number of</p>





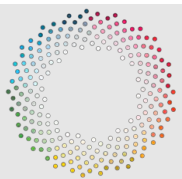
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Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.

stakeholders groups broadens because of the very particular needs and concerns of this group of workers, whose intersecting identities of gender, migrant status, and occupational sector, make them susceptible to discrimination, violence and harassment throughout their migration journey. In addition to working with stakeholder groups such as government agencies, women migrant workers, and service providers (both governmental and non-governmental), Safe and Fair also engaged with the following:

- **Private sector employers** – SAF built the capacity of employers in Malaysia, the Philippines, and Thailand to build their understanding of gender equality, violence against women, and violence and harassment in the world of work, especially sexual harassment, and supported employers to make workplaces safer for women migrant workers. At the end of a training series for 240 employers in Malaysia in 2022, 94.6 per cent of participants acknowledged that employers have a duty to investigate all cases even if these occur in workers' dormitories or outside work hours. In Thailand, through its collaboration with World Vision Foundation Thailand (WVFT), construction sector sub-contractors were trained to improve working conditions, and learn ways to reduce violence against women migrant workers on construction sites.
- **Recruitment agencies** – SAF built the capacity of the governments and recruitment agencies of Cambodia, Indonesia, the Philippines and Viet Nam on the ILO General Principles and Operational Guidelines for Fair Recruitment, especially for recruitment agencies to understand the importance of the zero-placement fee principle and to apply fair and transparent recruitment practices.
- **Embassy and consular officials** – in countries of destination, consular support can be a vital helpline for migrant workers caught in situations of exploitation, abuse, violence and harassment. SAF worked with foreign service officials from the **Philippines, Viet Nam** and Cambodia to help them understand the impact of gender on labour migration, and the support they can provide to migrant workers, especially to those who have experienced violence and need EVAW-specific support services.
- **Workers' organisations** – SAF developed a [manual for trade unions to organise women migrant workers](#) which it used to build the capacity of workers' organisations to provide better organising support and services to women migrant workers by training them on violence and harassment in the world of work, gender equality, and women's labour migration issues. SAF worked with the ASEAN Trade Union Council (ATUC) to build the capacity of its affiliates to organize women migrant workers, including migrant domestic workers, and with Public Services International to support the organising of care workers in the public sector.





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- **Youth** – young people often play the role of peer influencers within their families and communities. SAF engaged with youth groups in Malaysia, Lao PDR, and Thailand to help them better understand the societal contributions made by women’s labour migration, and the challenges that women migrant workers experience in their migration journeys. In Lao PDR, youth influencers supported their communities to seek authoritative information on labour migration pathways, while in Malaysia and Thailand, youth supported a positive change in the public perception of women migrant workers in countries of destination.
- **Media** – to improve the manner in which the media portrays migrant workers, SAF developed a [media-friendly glossary on migration: women migrant workers and ending violence against women \(EVAW\)](#) to train journalists in Indonesia and Malaysia on gender-sensitive reporting about women migrant workers.
- **Community leaders and peer educators** – at the grassroots level, community members play a most important role in ensuring that women migrant workers have access to accurate information and support. In times of distress, women usually reach out first to their families or peers for advice and help. SAF trained peer educators in Cambodia, Myanmar, Thailand, and Viet Nam to provide immediate EVAW information and referral support to women migrant workers in need for such assistance. SAF also devoted considerable resources to build the capacity of village, municipal, district and community leaders in Cambodia, Indonesia, Myanmar, and the Philippines on issues related to women’s labour migration, including violence and harassment, anti-trafficking, ethical recruitment, and gender-responsive services

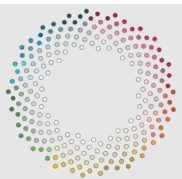
What challenges were encountered and how were they overcome?

Many employers, recruitment agencies, consular staff, and trade unions have limited understanding of women’s labour migration in the ASEAN region, especially in terms of the risks and challenges that are experienced by women migrant workers in their migration journeys. Many individuals also have limited understanding of gender and the impact of intersectionality on women’s experiences of labour migration, and violence. With the adoption of the Violence and Harassment Convention (C190) in 2019, many stakeholders needed to understand the ‘world of work’ and what their responsibilities were to address violence and harassment against women migrant workers. At regional and national level, SAF fostered partnerships and collaborations with employers’ and trade union confederations, recruitment agency associations, and youth and media groups to support their advocacy and trainings with their members, to build the capacity of employers, trade unions, recruitment agencies, and the community across countries of origin and destination to better promote and protect the rights of women migrant workers.

Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?

As a result of its efforts, SAF achieved the following outcomes:

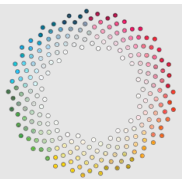




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- **Private sector employers** – over 840 employers built their capacity on international standards, national legislation associated with violence and harassment, and tools to address sexual harassment with specific attention to WMWs. The Malaysian Employers Federation has introduced policy templates on addressing sexual harassment (guidelines and investigation templates) for its members to adopt in their workplaces, and is educating Malaysian employers on the need to prevent and address sexual harassment, especially against women migrant workers. In Thailand, Sansiri, which is one of Thailand’s largest real estate developers, has signed a Memorandum of Understanding with WVFT to continue the work that they had initiated with SAF i.e. to ensure that their subcontractors uphold ethical recruitment practices with regard to migrant workers and provide adequate labour rights protections.
- **Embassy and consular officials** – In the Philippines, SAF initiated a collaboration with the Philippine Overseas Employment Administration to develop the “Handbook on the Overseas Filipino Workers Act (Republic Act 11227)”. The handbook has been mandated by law to provide updated and systematic information on the rights and responsibilities of Filipino migrant workers, including laws, policies, benefits, and services provided in the Philippines and at embassies and consulates abroad, including benefits and services for survivors of violence. In **Viet Nam**, SAF supported the development of Standard Operating Procedures for Diplomats on Providing Coordinated Services for Survivors of Violence and Human Trafficking, Ministry of Foreign Affairs. In Cambodia, SAF supported the capacity development of foreign service officers and labor attachés to better understand quality response to VAW.
- **Recruitment agencies** – in Cambodia, and the Philippines, SAF worked closely with recruitment agency associations to develop codes of conduct for its members to apply fair and ethical recruitment practices including the use of zero-placement fee policies for migrant workers. These Codes also include provisions for monitoring. In Myanmar between 2019-2020, SAF worked with the Myanmar Overseas Employment Agency Federation to develop and finalise a module on “safe and healthy migration” for use in pre-departure orientations for migrant workers; the module addressed WMWs’ issues, including violence and harassment at home and at workplaces. In Indonesia, the government has introduced standard operating procedures (SOPs) for Private Placement Agencies on the Provision of Services and Protection of Indonesia Migrant Workers during the New Normal Placement which monitor the work of recruitment agencies; efforts are underway to educate recruitment agencies of their rules and responsibilities to support safe and fair migration, under the Law 18/2017. In Viet Nam, the government included a joint inspection and monitoring system for private placement agencies, in line with ethical recruitment guidelines, to reduce the number of private agencies who may be involved with trafficking and human and labour rights abuse, in its National Action Plan for the Prevention and Response to Trafficking in Persons (2020-24).

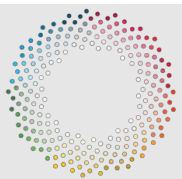




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	<ul style="list-style-type: none"> • Youth – In Malaysia, of the law university students who took part in the youth fellowship programme (Advoc8 on the Road), three of them wrote a research paper on the Legal Network Series (CLJ) on Migrant Workers Rights in Malaysia: The Limitations and Challenges; a group of the students became peer educators about the migrant workers face in Malaysia and conducted a campaign in their university on this topic; one of the student volunteers at the TIP shelter every weekend, while two of the lawyer-mentors now do pro bono work with Global Shepherds and Reuters' Foundation for women migrant workers; previously they had not been exposed to issues pertaining to women's labour migration.
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>The practice can be adapted for future use, based on a mapping out of the non-traditional actors involved in women's labour migration, and identification of the capacity requirements of these stakeholders following which concrete areas of intervention can be planned and implemented.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>The practice can be scaled-up.</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>The practice can be made sustainable if these non-traditional stakeholders make firm commitments to ensuring women's labour migration is made safe and fair, free from violence and harassment, and these commitments are backed up with investments into actions and interventions that can support individual employers, recruitment agencies, trade unions etc in upholding their responsibilities towards making the world of work, and migration journeys for women migrant workers, free from violence and harassment.</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>Protecting and promoting women migrant workers' rights does not take place in a silo. Family members are engaged in the pre-departure decision-making and preparation stage and play a crucial role in helping returnee women migrant workers reintegrate back into society; husbands and family members also play a vital role in reducing and eliminating violence against women. Recruiters have a responsibility to ensure that the migrant workers they deploy are provided with fair and transparent recruitment measures, and safe working conditions abroad. Recruitment agents are often the only point of contact migrant workers have from</p>
<p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or</p>	<ul style="list-style-type: none"> • Deepa Bharathi, ILO, Safe and Fair programme, bharathi@ilo.org • Nighina Azizov, UN Women, Safe and Fair Programme nighina.azizov@unwomen.org • Melissa Alvarado, UN Women melissa.alvarado@unwomen.org





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good practice? *Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.*

Title of the Innovative, Promising or Good Practice

Leave No One Behind: making all women migrant workers count – promising practice (regional)

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?)

Departing from stereotypes that cast women as passive beneficiaries, or depict women migrant workers as a homogenous group, and portray women migrant workers who experience violence only as “victims”, SAF sought to build the agency and leadership skills of women migrant workers, empower them to self-advocate for their rights and entitlements, and to ensure that women migrant workers are both counted and their needs reflected, in policy design and implementation. These aims draw from the “Leave no one behind” principle espoused by the Spotlight Initiative. SAF sought to strengthen women migrant workers’ agency by building their capacity to organize and to undertake advocacy actions to improve their labour migration experience, educating them about their rights and entitlements especially with regard to violence and harassment, while also providing hard-to-reach women migrant worker groups with a platform to engage with policy-makers, and working with governments to collect and use sex-disaggregated labour migration data, and prevalence data about violence against women migrant workers.

Objective of the practice: What were the goals of the activity?

The objective of this practice has been to apply the “Leave no one behind” principle to ensure that women migrant workers can benefit from safe and fair migration, and eliminating violence against women, frameworks and services, regardless of their gender, nationality, occupation, or migrant status.

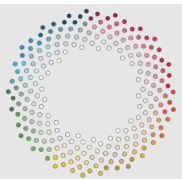
Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.

The ultimate beneficiaries are women migrant workers. The stakeholders who were targeted in this practice were government officials, women migrant workers, and migrant domestic workers’ groups. These target groups were engaged through capacity-building and training, knowledge exchanges, advocacy and outreach actions.

What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this

From 2018-2023, SAF worked to amplify the voices of women migrant workers themselves, as well as to make them seen and counted by policy-makers. This was done by:



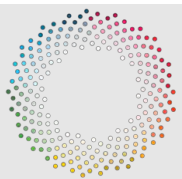


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an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.

- **Strengthening migrant domestic workers' leadership and advocacy in countries of destination** – this is significant on two counts 1) due to the isolated nature of their occupation, migrant domestic workers can be a hard-to-reach group, and 2) many countries of destination exclude domestic work from labour protections reserved for formal occupation sectors. In partnership with the International Domestic Workers' Federation, SAF supported 740 Cambodian, Indonesian and Philippine women migrant domestic workers in Malaysia and Singapore to build their leadership and capacity to network with other migrant domestic workers, organize them, and take collective action to improve their living and working conditions. SAF also providing learning opportunities to migrant domestic workers on issues such safe migration, violence and harassment in the world of work, gender equality, organizing, leadership and unionism.
- **Providing women migrant workers with a platform to engage with policy-makers** - SAF supported women migrant workers to engage with policy-makers on a regular basis, from supporting their advocacy efforts, to ensuring their participation in the programme's regional advisory group so that SAF interventions responded to women migrant workers' needs. Taking a tripartite plus approach, SAF consulted women migrant workers and their representative organisations in the drafting and amendment process of legislations and policies. SAF continued to support women migrant workers to actively participate in regional and international events, such as the ASEAN Regional Campaign on Ending Gender-based Workplace Exploitation. At the community level, SAF engaged women migrant workers to identify and raise up their concerns to relevant authorities, through peer networks. This was particularly successful during the COVID 19 pandemic where women migrant workers learned about safe migration and VAW services and could link with government service providers to access supports.
- **Building the capacity of governments to collect administrative data on violence against women migrant workers** – EAWG service provision can improve when service providers can evaluate the administrative data collected, to identify trends in the types of help sought by survivors, as well as the frequency and severity of the types of violence experienced by women migrant workers and the patterns related to accessing services. In Cambodia, Indonesia, Philippines and Thailand, SAF built the capacity of **276** government officials and CSOs on the collection and analysis of administrative data related to cases of violence against women migrant workers. The trainings covered both the minimum data set needed, as well as gender-sensitive and survivor-centred ways to engage with survivors.
- **Building the capacity of governments to collect, use and share sex-disaggregated data on labour migration** – SAF supported national-level capacity-building in Brunei Darussalam, Cambodia, Indonesia, the





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Philippines, and Viet Nam to improve the generation, collection and sharing of international labour migration statistics (ILMS) data. In Indonesia, to strengthen the One Data Indonesia on International Migration (SDMI) which has been initiated by Statistics Indonesia (BPS), SAF built the capacity of central government officials, and developed guidelines for the alignment of the SDMI labour migration data with the ILO's international labour migration statistics (ILMS) database. In Viet Nam, SAF supported the General Statistics Office in Viet Nam to collect information on recruitment costs related to SDG indicator 10.7.1, so as to measure the true costs of labour migration and recruitment for Vietnamese women and men migrant workers.

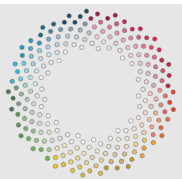
- **Building the knowledge of stakeholders on gender diversity** – Gender is not binary. migrant workers are often only identified as being men or women in most studies and data sets. Among the 5.1 million migrant workers who are employed in the region, little is still known about the motivations or experiences of migrant workers with diverse sexual orientations, gender identities and expressions (SOGIE), with even less information available on the discrimination, violence and harassment that they may experience in the world of work. SAF undertook a multi-country research in Cambodia, the Philippines, Viet Nam, and Thailand to shed light on the experiences of migrant workers with diverse SOGIE, with the view to identify recommendations for improving support services for all migrant workers.

What challenges were encountered and how were they overcome?

Women migrant workers are not a homogenous group; the intersectionality of their age, migration status, nationality, ethnicity, occupation, gender etc have a bearing on their migration experiences, as well as affect their risks to violence and harassment, exploitation, and trafficking. Many policy-makers acknowledge that women migrant workers, in comparison to men migrant workers, face greater vulnerabilities to violence and trafficking – yet many see women as passive victims; the importance of women's agency and voices in decision-making processes are not given due recognition. SAF worked to empower women migrant workers, especially migrant domestic workers, to take on a proactive role in advocacy and organising, while also building the capacity of government agencies to understand the importance of gender and sex-disaggregated data on labour migration and violence against women migrant workers; and how to use that data to design evidence-based policies that can support all women migrant workers.

Administrative data systems for VAW are entrenched in government systems and require time to change. To address this challenge SAF, developed guidance notes, provided training, and technical support to support change to include women migrant workers, so that their experiences can be documented, and services improved in response to their experiences when required.





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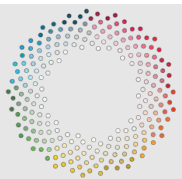
Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?

As a result of its efforts, SAF achieved the following outcomes:

- **Strengthening migrant domestic workers' leadership and advocacy skills** – Through the advocacy efforts of migrant domestic workers and their supportive organisations, in Malaysia the Employment (Amendment) Act 2022 changed official terminology from “foreign domestic servant” to “foreign domestic employee”, while in Singapore the government now requires employers to give domestic workers one compulsory rest day off every month.
- **Providing women migrant workers with a platform to engage with policy-makers** - To ensure that women migrant workers are able to participate on an equal footing in decision-making processes, village-level Tripartite Plus Forums for Coordination and Social Dialogue on Labour Migration were institutionalized in Indonesia's Cirebon and Tulungagung districts through governmental decree. These Forums provide an inclusive platform for women migrant workers to voice their demands and aspirations to policymakers and key stakeholders, and to have a say in the effectiveness of government coordination in implementing Law No. 18/2017 and gender-responsive coordinated services for migrant workers.
- **Building the capacity of governments to collect administrative data on violence against women migrant workers** – In Thailand, trainings were organized in Mae Sot to improve data collection systems of the member organizations of the Mae Sot Gender-based Violence Task Force. Prior to the training, there was no unified VAW administrative data collection system, nor was there consistent use of such data to guide the direction of services in Mae Sot.
- **Building the capacity of governments to collect, use and share sex-disaggregated data on labour migration** - When SAF was designed in 2017, 40 per cent of ASEAN country submissions to the ILO's international labour migration statistics (ILMS) database for the year had been sex-disaggregated. This increased to 54 per cent for submissions made in 2022.⁴ In Viet Nam, two survey studies – [Data Gaps in International Labour Migration Statistics in Viet Nam](#) and [Measuring SDG Indicator 10.7.1 on Recruitment Costs of Vietnamese Workers Abroad](#) – were launched and shared with policy-makers, the Central Economic Commission utilized the information on data gaps to frame its new Directive 20 on improving labour migration frameworks. In Indonesia, SAF developed guidelines on aligning the SDMI data collection with the definitions and definitions on International Labour Migration Statistic (ILMS) under the ILO's central database, ILOSTAT. The guidelines were

⁴ 2023 ILMS submissions are pending.

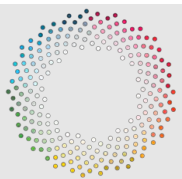




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	<p>developed in cooperation with the Ministry of Manpower, Ministry of Foreign Affairs, National Agency for Protection Indonesia Migrant Worker and Ministry of Law and Human Rights, and is being used to train government agencies in improve coordination in the collection of labour migration data.</p> <ul style="list-style-type: none"> • Building the knowledge of stakeholders on gender diversity – based on the recommendations of the study “A very beautiful but heavy jacket: The experiences of migrant workers with diverse sexual orientation, gender identity and expression in South-East Asia”, SAF developed a training manual for service providers, to build their capacity to provide gender-responsive services and information to migrant workers of diverse SOGIE. The manual has been piloted in the Philippines.
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>The practice can be adapted for future use, keeping in mind intersectionality and how it impacts participation, access to information and services, and decision-making.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>The practice can be scaled-up.</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>In order to be sustainable, labour migration, EAW and anti-trafficking actors need to mainstream gender into all levels of policy design and implementation. Decision-making processes need to take provide a space for the voices of women migrant workers, especially those in elementary occupations. Strengthening women migrant workers’ organizational and leadership skills and build their capacity to organize amongst themselves.</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>	





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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.*

- Deepa Bharathi, ILO, Safe and Fair programme, bharathi@ilo.org
- Nighina Azizov, UN Women, Safe and Fair Programme nighina.azizov@unwomen.org
- Melissa Alvarado, UN Women melissa.alvarado@unwomen.org

Title of the Innovative, Promising or Good Practice

Institutionalizing service provision: Promising Practice

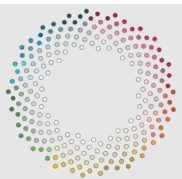
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? *(When did the activity begin? When will it be completed or is it ongoing?)*

Recognizing that women migrant workers experience multiple and intersecting forms of violence, and have barriers in accessing accurate information and services relating to safe migration, and to essential quality services, SAF institutionalized service provision through

1. Developing, strengthening, and implementing standard operating procedures (SOPs) and referral pathways for services for victim/survivors of VAW with specific attention to women migrant workers⁵. Through the process of the development of SOPs, key actors including service providers come together and build understanding of VAW, principles for good practices in responding to VAW, and define how the services will be implemented, monitored and improved in their own location. Through these processes the referral pathways for VAW case management are being institutionalized and the roles and responsibilities of different service providers clarified.
2. Establishing migrant worker resource centres (MRCs) in collaboration with government, trade union and civil society actors, to provide accurate and gender-responsive information, and services (including counselling, legal assistance, and referral services) to women and men migrant workers, and their families. Through advocacy and partnerships with government bodies, the work of the MRCs have been institutionalized which ensures their continued ability to provide services to women migrant workers, *and* integrates MRC services with other government services for migrant workers.

⁵ SOPs and referral pathways are working agreements between service providers (government and nongovernment) that clearly define roles and responsibilities and quality standards, processes for service delivery and referral for relevant sectors in health, police and justice, including other essential social services. This also includes key actors in migration such foreign affairs and embassies, and labour ministries.

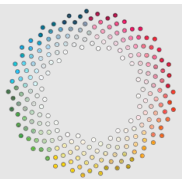




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	<p><i>This relates to Spotlight Pillar 4 on Services, making high-quality essential services for survivors of violence available, accessible, and coordinated.</i></p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The objectives of SAF's efforts to institutionalize service provision were to:</p> <ul style="list-style-type: none"> • Improve women migrant workers' access to authoritative information and integrated support services throughout the labour migration cycle, thereby supporting them to take informed decisions, and to identify risks of trafficking, exploitation and abuse • Increase access for women victim/survivors of VAW and trafficking, including women migrant workers to quality essential services in line with country, regional and global guidance. • Ensure that labour migration and VAW services are of high quality, available, accessible, adaptable, and most importantly sustainable in the long term.
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>The primary beneficiaries are women migrant workers and their families. Key stakeholders are government, trade union and civil society service providers in labour migration, health, police and justice, other social services and relevant sectors for women migrant workers such, foreign affairs, border police, and consular officers. The primary beneficiaries and key stakeholders were jointly engaged in reviewing, amending and developing government legislation and policy directives to strengthen service provision for women migrant workers, and building the capacity of MRC and other service providers to improve service provision that responds to the needs of women migrant workers, In relation to VAW quality service provision, beneficiaries and key stakeholders were jointly engaged throughout the process in the development of standard operating procedures, improving referral pathways through participation in coordination mechanisms and committees to develop SOPs and in processes for providing feedback.</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>Institutionalizing service provision is a promising practice because 1) it ensures national ownership and sustainability of service provision for women migrant workers as government agencies also support and invest in services, 2) by linking non-governmental and governmental service providers, women migrant workers can access different services under one-roof, and 3) because it results in service and response providers working more effectively together, with clear guidance for provision and coordination of migration and VAW quality services in line with national and international guidance, while also being grounded in their own best practices and local experiences. Women migrant workers have multiple and intersecting needs based on their own situation, resources and preferences. As a result, no one service provider can respond to all of their needs and must be aware of other available services and make referrals based on her/their needs and wishes. The institutionalisation of MRC services with other government provided services means that migrant workers can access information and support relating to the entire migration journey (from pre-departure to return) all under one roof. This coordination through development of SOPs and a referral pathway, results in a greater impact in responding to violence, keeping victims/survivors safe and holding perpetrators accountable, as well as ensuring greater</p>

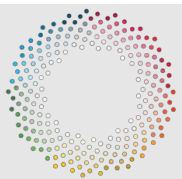




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	<p>efficiencies in use of resources, than agencies working in isolation. Building systems designed to last opens up possibilities for planning ahead in anticipation of crises or shocks, such as emergencies. As this project was implemented throughout COVID-19, greater attention was given to the nexus of development and emergencies in systems building, inclusive of migrant women.</p>
What challenges were encountered and how were they overcome?	<p>The institutionalizing of service provision for women migrant workers is a process as much as a result meaning that engaging stakeholders to come together to build their own understanding of existing practices, each other's roles and responsibilities, identifying gaps and challenges in a gender-responsive, survivor centred approach is prerequisite. This requires key actors to be engaged throughout the process for learning, feedback and developing agreements. Challenges are to engage the right key actors including migration and VAW actors, actors that often did not have knowledge of gender or migration issues, VAW, and its impact on women's labour migration. This took time for key actors to increase their own knowledge and understanding of good practices in responding to the needs of women migrant workers, especially those who are survivors of violence. To address this challenge, SAF ensured that the process for developing SOPs or agreements was participatory, had adequate time for learning and feedback from both participants and experts. In relation to MRC services, SAF built support with relevant government agencies (both at national and local levels), creating buy in and national ownership of these MRCs.</p>





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Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?

SAF has institutionalized MRCs and VAW services through the development of and technical support to implement guidance to be applied at the country level for the development of SOPs or other agreements to ensure services are well coordinated, survivor centered and in line with regional and global guidance.

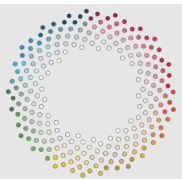
In relation to ERAW services,

At the regional level, SAF has supported the ASEAN Commission on the Promotion and Protection of Women and Children (ACWC); and the ASEAN Committee on Women (ACW) to develop *ASEAN Guidelines for the development of national SOPs for a coordinated response to VAWG* that is inclusive of marginalised or vulnerable groups including women migrant workers. This further provides regionally approved guidance that has been endorsed by ASEAN to be applied at the country level. This publication, released by ASEAN following technical and financial support from SAF, is a strategic achievement as countries in Southeast Asia value and use guidance by ASEAN. SAF also developed a *Practical Guide: Developing Standard Operating Procedures for a Standard Operating Procedures for a Coordinated Response to Violence against Women including Women Migrant Workers*. The Guidance Note was disseminated to countries in the Association of Southeast Asia Nations (ASEAN) and has provided instruction for development of SOPs and updating referral pathways at the country level, and ensuring that women migrant workers' needs are addressed in a coordinated way.

In Cambodia, SAF collaborated with the Ministry of Women's Affairs (MoWA) to expand their Helpline during COVID-19 to ensure that returning women subject to VAW including migrant workers had access to information, support and referral. The SOPs have been applied nationally and at the provincial level through training and support to MoWA and provincial Departments of Women's Affairs to ensure women migrant workers are better supported.

In Indonesia, SAF collaborated with the Ministry of Women's Empowerment and Child protection to develop the **Protocol for Handling Cases for Gender-based Violence and Human Trafficking of Indonesian Women Migrant Workers** during the COVID-19 pandemic. The Protocol provides practical guidelines for service providers to better support women, including women migrant workers abroad, who have experienced violence during the pandemic and beyond. [The technical inputs provided by SAF were based on the "16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence"](#). SAF together with its partner Embun Pelangi Foundation (Yayayan Embun Pelangi, or YEP), a community-based organization that provides ending violence against women (ERAW) services at the community level, advocated with policymakers for the development and adoption of an SOP that would: (i) address the implementation gaps of Gubernurial Decree No. 66/2018; (ii) make the roles and responsibilities of all agencies clear to follow; and (iii) ensure that the services being provided to women, including women migrant workers in transit, were responsive to their needs and particular situations





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In **Viet Nam** SAF leveraged an ongoing partnership with the Ministry of Foreign Affairs, to support the development of **Standard Operating Procedures for Supporting Overseas Vietnamese Women Victims of Violence, Abuse, Sexual Harassment and Trafficking in Persons**. The SOP equips Vietnamese foreign service officials abroad with a tool to enhance the support provided in cases of gender-based violence and trafficking in persons at all stages of the migration journey, and was developed over years of consultation and learning from the experiences of foreign service officials, CSOs and migrant women. Furthermore, through the implementation of the SOP, Vietnamese embassies abroad will be able to collect administrative data on the reported cases of violence and abuse. This result is notable as it has **global impact** and reach to Vietnamese embassies worldwide. A similar initiative is underway in the Philippines.

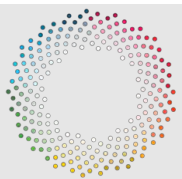
SAF also successfully supported the Viet Nam Ministry of Justice and the Ministry of Public Security to each develop and adopt national-level SOPs. For the Ministry of Justice, tailored SOPs for justice officials were developed to provide gender-sensitive legal aid and referral support for survivors of violence, including women migrant workers. Also, the Ministry of Public Security adopted SOPs for public security officials to institutionalize quality service provision for survivors of violence and victims of human trafficking. (see also Output 2.1).

In relation to migrant worker resource centres,

SAF supported 36 MRCs in **Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam**. From 2018 to 2023, a total of **65,293** women migrant workers (out of **170,034** total migrants) and **7,115** family members of migrant workers were able to access information, training, and support services relating to labour rights, gender, violence and harassment, labour exploitation and trafficking in persons.

In **Indonesia**, SAF established MRCs through multi-stakeholder partnerships with local governments, workers' organization and women's organizations. Together with the Ministry of Manpower, SAF piloted the integration of the gender-responsive MRCs with the Government One-Roof Integrated Services Centres (LTSA). The integrated MRC-LTSAs together offer more gender-responsive and non-administrative services, which include the provision of authoritative information, case management (including referrals), legal aid, and other support services to potential, current and returnee women migrant workers and their families. MRC services address labour migration-related concerns, as well as the particular needs of women migrant workers who experience violence, harassment and trafficking. Two MRCs in Cirebon and Tulungagung districts have received multiple awards for providing the best integrated services for the placement and protection to Indonesian migrant workers. The integrated MRC-LTSA approach has been recognized as a global good practice by the UN Network on Migration.



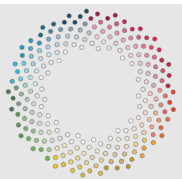


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	<p>The Ministry of Manpower announced its intention at the end of 2022 to expand the integrated LTSA-MRC model to the fisheries sector. SAF provided technical support to the ILO 8.7 Accelerator Lab programme in replicating an MRC for migrant fishers in Pemalang District (Central Java). The 8.7 Accelerator Lab is working with SBMI and local government in six villages of the district. Pemalang is a major sending district, especially for migrant fishers, and the majority of fishery recruitment agents operate in this district.</p> <p>In the Philippines, SAF forged partnerships with the Provincial Government of Negros Occidental, the Tabaco City Government and the local government unit of Quezon City⁶ to open and operate gender-responsive MRCs. Through the collaboration with these local governments, the gender-responsive MRCs were linked with existing local OFW helpdesks to provide gender-specific services to women migrant workers. Such collaboration with local governments also facilitated local community outreach by raising awareness of gender stereotypes and gender-based discrimination, while involving men and families in preventing violence against women migrant workers. The MRCs in the Philippines are operated by the local government in collaboration with civil society, OFW organizations, and international development partners to serve Philippine migrant workers and their families from pre-departure to return, all under one roof. SAF built the capacity of the MRC staff to provide gender-responsive services and maintain proper case records.</p>
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>The process of institutionalizing quality service provision through agreements and SOPs is adaptable as it is demonstrated as viable by its implementation in different countries and contexts and to support different sectors in service provision. Results such as the ASEAN Guidelines for Developing National SOPs for a Coordinated Response to Violence against Women are designed to support adaptations in country contexts across Southeast Asia.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>The institutionalization of services to women migrant workers is replicable. It can be scaled up in the sense that more local governments can support and achieve integration with safe migration and ERAW interventions initiated by other actors, to better serve communities on the ground.</p>
<p>Sustainable</p>	<p>The practice is sustainable as it creates policies, systems and mechanisms designed to withstand changes such as among personnel. To encourage further sustainability, on-going technical support as the SOPs and agreements are</p>

⁶ The MRC in Quezon City is the first in the Metro Manila region. It is supported by SAF in coordination with the ILO's BRIDGE programme.



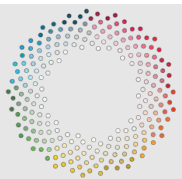


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<p><i>What is needed to make the practice sustainable?</i></p>	<p>implemented is required to ensure data collected during service provision including the voice of women migrant workers is analysed and fed back into a continual process of improvement.</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>n/a</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>	<ul style="list-style-type: none">• Deepa Bharathi, ILO, Safe and Fair programme, bharathi@ilo.org• Nighina Azizov, UN Women, Safe and Fair Programme nighina.azizov@unwomen.org• Melissa Alvarado, UN Women melissa.alvarado@unwomen.org

<p>Title of the Innovative, Promising or Good Practice</p>	<p>Use of Technology to improve information and service provision to women migrant workers: Promising</p>
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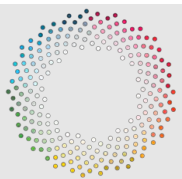




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<p>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? <i>(When did the activity begin? When will it be completed or is it ongoing?)</i></p>	<p>Recognizing that women migrant workers are increasingly using technology, with demand accelerated by the COVID-19 pandemic and other crisis situations in the region, SAF mobilized the use of technology as an effective resource for linking women migrant workers with information, support, and opportunities. SAF was able to pivot and rapidly adapt to the changing needs of women migrant workers by strengthening remote service provision for migration and violence-related relaces, expanding and improving helplines and hotlines, and increasing access to services through social media and mobile apps. Understanding and adapting technologies for women migrant workers at risk or experiencing violence required tailored adjustments to ensure their safety and privacy. Various technological tools have different strengths, weaknesses, and risks in terms of service provision and information dissemination. Without these modifications, women at risk of or experiencing abuse can be put at further harm or escalated danger.</p>
<p>Objective of the practice: What were the goals of the activity?</p>	<p>The objective of SAF's use of technology to improve information and service provision women migrant workers was to</p> <ul style="list-style-type: none"> • Expand the available options for women migrant workers to obtain information, support, access to migration and VAW essential services and learn about opportunities, including in times of crisis. • Promote safe and survivor-centered approaches in use of technology. • Change attitudes and behaviors towards women migrant workers.
<p>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>	<p>The main beneficiaries of the use technology are women migrant workers at all stages of the migration journey - from recruitment to return. Prior to migration, during migration, and in the destination country, women migrant workers have increased options to access more reliable information, support, and opportunities. Other beneficiaries are the families and communities where women migrant workers work and live benefiting from positive changes in attitudes and behaviours towards migrant workers who may be future employers of migrant workers. The service providers who seek to reach survivors of violence, including migrant women, also benefit as better connections are made through technology. Technology-based services provide useful information to service providers about the questions, concerns and needs of migrant women who interact online, building better understanding about the needs of these groups.</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 practice of using technology is promising. For women who experience surveillance and restrictions on their mobility, having online access to reliable service providers can be a source of support. In times of public emergency and crisis, online channels become sometimes the only way women migrant workers can get information. Increasingly women migrant workers are using mobile phones and the internet, in first place to communicate with their families, relatives, communities and peers and also to learn about information, opportunities, and services. Social media such as Facebook, Instagram and other social media, communication tools such as Telegram WhatsApp, and others are already commonly used. SAF built on the familiarity with these tools and developed practices to link women migrant</p>

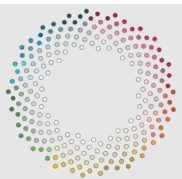




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	workers with existing services all the while ensuring the technology is used safely to increase access to information, opportunities and services.
<p>What challenges were encountered and how were they overcome?</p>	<p>The limited understanding of the risks against the benefits of technology by both service providers and users presented a challenge. SAF developed guidance documents and provided technical support and training for service providers with experts in this area to ensure a clear understanding of the use of technology and its risks and benefits to improve safety for survivors of VAW including women migrant workers. SAF worked with trusted media organisations with long-standing experience of working with communities in crisis situations to develop key messaging on safe migration information, and facilitate online community engagement in a safe manner.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Recognizing the serious gaps migrant workers who live and work abroad have in information and access to service providers required to ensure their safety and rights for migration, SAF developed mobile apps to provide access to essential safe, reliable and practice information and services through mobile phones. SAF used online technology to carry out information-sharing and outreach to migrant worker groups, especially in situations where it has become increasingly dangerous for civil society groups to be identified as implementation partners. In such situations, the online space has proven to be safer way to interact with the community and to provide support to potential and returnee migrant workers who are seeking information and assistance.</p> <p>In Malaysia <u>Women's Aid Organization (WAO)</u> implemented a WhatsApp hotline called 'Think I Need Aid' or TINA to complement its traditional landline service. Through the hotline women can receive support by texting with a counsellor, in addition to making appointments for face-to-face consultations and receiving referrals to shelters and other services. In the Philippines, SAF supported the Babaeng BiyaHero Mobile Application, which provides women migrant workers with access to key information about their rights; (b) advice about where to get help in different stages of migration; and (c) information on health, police and justice, and social services. Women migrant workers have been engaged with the application through its website and mobile app platforms.</p> <p>In Cambodia, SAF partnered with Child Helpline Cambodia (CHC) to develop the new My Journey Mobile App to provide safe migration information and emergency contacts for women migrant workers with a hotlink to the Helpline for immediate connection to support. Users engaged through the interactive voice response (IVR) system of the CHC hotline, which was established with technical support from SAF. Through the IVR system, callers learned about safe migration, VAW, and services available both in destination countries and in Cambodia. The IVR system provides an alternative option for users – including those with reading difficulties and those who may not want to communicate with counselors directly due to privacy concerns – to access essential information on VAW. This application provides enhanced accessibility to users with disabilities and low literacy.</p>

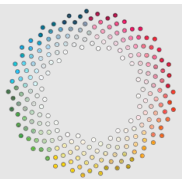




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	<p>In Myanmar, together with the ILO's Ship to Shore programme, SAF has supported the "Yaykyiyar" Facebook page, which provides updated information on safe migration pathways, information about the Republic of Korea and Thailand MOU processes for Myanmar migrant workers, information about labour laws and social security benefits in countries of destination, and knowledge about violence against women migrant workers (and how to mitigate these risks and whom to seek assistance from). The social media posts were produced and disseminated in interactive formats such as quizzes and games, which contributed to high engagement in the online community. The page has provided a virtual safe space for migrant workers to connect and engage with each other, facilitating organic conversations among the page members on work conditions in the domestic work and fisheries sectors. The posts made by the Yaykyiyar Facebook page reached over 30 million views.</p>
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>The use of technology can be adapted for future use as access to technology continues to grow and expand.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>Yes, this practice can be scaled up and replicated</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>The use of technology is sustainable, and requires and on-going capacity to assess and mitigate risks for its use by women migrant workers.</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>n/a</p>





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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.*

- Deepa Bharathi, ILO, Safe and Fair programme, bharathi@ilo.org
- Nighina Azizov, UN Women, Safe and Fair Programme nighina.azizov@unwomen.org
- Melissa Alvarado, UN Women melissa.alvarado@unwomen.org

Title of the Innovative, Promising or Good Practice

Strengthening women’s voice, choice and agency: Promising practice

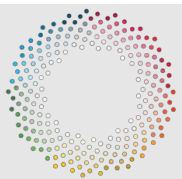
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)

The violence and harassment that women migrant workers experience in the world of work often results from intersecting factors related to gender inequality, migrant status, and nature of work. Due to its ability to empower women to become active agents of change, the strengthening of women migrant workers’ leadership, organizing and networking was a key strategy employed by SAF to empower women, to raise their voices and be heard, have choices and build their agency.

Through enhancing its support to peer groups and networks, SAF provided informal safe spaces for women migrant workers to share information on such issues as VAW, trafficking and safe migration. Peer groups and 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 were not feasible, SAF supported these networks in a shift to online spaces, intending to focus on preventing and responding to violence and trafficking during the peer-to-peer contacts also enable these women to expand their reach to other groups of women migrant workers.

The rights to organise and bargain collectively are fundamental labour rights; for women migrant workers organising is an entry point to negotiate and improve working conditions, and to prevent and respond to violence, exploitation and discrimination. In countries of destinations like Malaysia and Singapore where migrant domestic workers are





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excluded from formal labour protections, SAF built the capacity of migrant domestic workers to organize, supporting both their outreach and advocacy work, while building their institutional capacity to organize members, and become self-sufficient. In countries of origin such as Indonesia and the Philippines, SAF supported both potential and returning women migrant workers to join workers' organisations and migrant workers' associations so that 1) they would have a ready support network from union affiliates in countries of destination, and 2) upon return they could access support for returnees and also represent themselves in exchanges with local government. Organizing empowers women to become active agents of change and benefit from collective action.

This relates to Spotlight Pillar 3 on Prevention, giving women migrant workers/survivors a voice in preventing violence in their communities.

Objective of the practice: What were the goals of the activity?

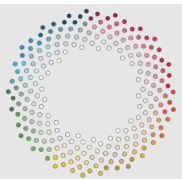
The objectives of SAF's approach to empowering women migrant workers were to:

- Strengthen their capacity to organize, and represent themselves in collective bargaining actions with employers, and to self-advocate with governments, to improve their working and living conditions
- Provide mechanisms and platforms for women migrant workers to come together for mutual support, information sharing, and learning in a safe environment.
- Provide a resource point on referral mechanisms and information sharing of reliable information in the community particularly on VAW, safe migration and issues such as COVID-19.

Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.

The primary beneficiaries and target group are women migrant workers (documented and undocumented), their families and communities, including women migrant domestic workers who are excluded from labour protections. Women migrant workers have been engaged in the design, development, and leadership of networks, and migrant worker associations. In addition to women migrant workers, families and communities were also beneficiaries as they gain valuable information on sources of support and key information, migration opportunities and practices for safe migration. The stakeholders include workers' organisations who supported women migrant workers with their organizing efforts, and CSOs, which were engaged by SAF to initiate the peer groups and networks and support dissemination of information.

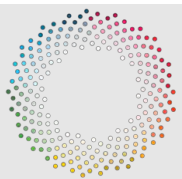




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<p>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform.</p>	<p>The strategy adopted by SAF to empower women migrant workers is promising because it centres around women migrant workers directly, supporting them with a platform to organize, a forum to identify their own needs and concerns, set their own priorities and to speak up, and share experiences and provide support in safe spaces. While initially supported by larger migrant domestic worker organisations and CSOs, the networks or groups built their own relationships with members and developed their own strategies for continuing engagement in the community, and cross borders, where women migrant workers set the agenda and lead dialogue in the community. The women leaders in the migrant domestic worker associations, and peer networking groups become trusted and reliable sources of information, and support – both among their peer groups and also in their wider communities.</p>
<p>What challenges were encountered and how were they overcome?</p>	<p>Bringing women together to provide mutual support, learn from each other and disseminate information requires time; networks and connections with women have to be built in order for there to be trust. At the same time, information that is disseminated must be of reliable so that reliable messages are shared.</p> <p>For migrant domestic workers, finding a day off to meet other migrant domestic workers and network is not easy; for some women, the meetings would take place on their only day off, while some women would have to seek permission from their employers, and others may have had to travel long distances. Many women were not familiar with organising and its importance to their wellbeing. To overcome some of these hurdles, organisers would create engaging activities – such a film screenings, language trainings, and field visits – as a way for women migrant workers to socialize, interact with peer organisers, discuss their concerns, and learn how to stand up for themselves.</p> <p>The COVID -19 pandemic which impacted in person meetings at a time when peer support was even more important. SAF overcame these challenges through ensuring that women migrant workers were able to meet if possible with personal protective equipment (PPE), and provided opportunities for online support and information dissemination.</p>
<p>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</p>	<p>Well-functioning peer and community networks are reported by migrant women as valuable for women to share experiences, provide mutual support, and learn together about risks, mitigation measures and support services, including for rights violations, safe migration, violence and trafficking in the ASEAN region. Peer networks provide safe spaces for women to learn about and understand VAW, seek help and support to prevent VAW, and reduce its impact.</p> <p>In Cambodia, SAF partnered with CARE Cambodia to establish six Peer Networks of women migrant workers within Cambodia and across the border in Thailand. These groups played a pivotal role during the pandemic in creating a safe environment for returnee women migrant workers to share their stories, resources and information with members.</p>





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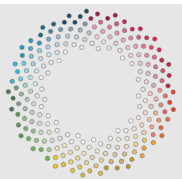
Cambodian returnee women migrant workers learnt photography skills as a mean to share their views, express their opinions and capture their lives as women migrant workers. This participatory photography project built on feminist and participatory principles, focusing on enhancing the agency of participants and empowering women migrant workers through developing their skills in self-expression, reflection and critical thinking.

In the **Philippines**, SAF collaborated with the Women's Legal and Human Rights Bureau and the Center for Migrant Advocacy to offer trainings to women migrant workers w to build and strengthen peer networks of women migrant workers as resources to prevent violence against women and trafficking in persons throughout the migration cycle. Trained women migrant workers acted as peer supporters in their communities to disseminate information on violence against women and trafficking to fellow women migrant workers, thus equipping more women migrant workers with better knowledge to protect themselves. Returnee women migrant workers who are peer leaders use bicycles to reach out to their neighbours and communities with information packages through the "Women on Wheels" programme. This is unique, as traditionally – and especially in rural areas – women were not often seen riding bicycles. While the leaders are advocating for the rights of women migrant workers and the issue of VAW, the very act of riding bikes also exemplifies women's independence and right to free mobility. A similar intervention took place in Thailand, where SAF built the capacity of champions on the ground through GBV Taskforces that include migrant volunteers in communities to promote women migrant worker rights and opportunities.

In **Vietnam**, SAF supported one peer network to build the capacity of its members. Following the training, the peer network continued its work online in order to exchange information on safe migration and violence against women with its members. The **online community now has 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.

In **Malaysia**, SAF and its partner the International Domestic Workers' Federation (IDWF) built the capacity of an informal network of Indonesian migrant domestic workers, training them on organising, safe migration, and women migrant workers' rights; this group went on to establish PERTIMIG – a workers' association of Indonesian migrant domestic workers in Malaysia - with SAF support, and had their founding congress in June 2021, where they elected their leaders, who because of the SAF trainings provided to them were now able to organize trainings for their fellow workers on labour rights, gender-based violence, safe migration issues. Leaders have been trained in case-management, outreach, community engagement and advocacy. They have able to conduct online media advocacies and contributed in policy reform processes in Malaysia. The establishment of migrant domestic workers' organizations such as PERTIMIG has been recognized as a good practice by the UN Network on Migration in 2022. In recent years, PERTIMIG and AMMPO (another migrant domestic worker organization supported by SAF) have also provided safe migration-related information and complaints handling assistance to migrant domestic workers: they supported 11

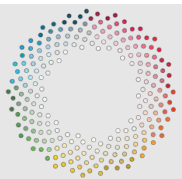




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	<p>migrant domestic workers who were victims of human trafficking with shelter, food allowances and medical treatment. Through such case-handling activities, PERTIMIG demonstrated how migrant domestic workers' organizations, when empowered and capacitated, are key sources of information and support for migrant domestic workers – who can be a hard-to-reach group. Strengthening institutions such as PERTIMIG is also a sustainable solution to empowering women migrant workers, enabling them to lead the change they seek.</p> <p>In the Philippines, SAF supported the founding of Pinay Careworkers Transnational (PINAY), which is the first-ever transnational federation of Filipino domestic and care workers unions and associations, with member organizations based in Malaysia, Hong Kong (China), Macao (China), Taiwan (China), Kuwait, Jordan, Bahrain, Qatar and the Philippines. PINAY represents, advances and advocates for the rights, welfare, interests and agenda of domestic and care workers in particular, and of women, migrants and workers in general. Domestic work and care work are a sectors dominated by women, including large numbers of women migrant workers, who often work in isolation inside the homes of employers. As such, organizing and empowering domestic workers and care workers represents an important strategy for gaining them access to support services. Being part of a union is also important for collective bargaining. The formation of PINAY is significant because for the first time, trade unions of migrant and national domestic and care workers in multiple countries have formed an association. The association will serve as an important means to empowering Filipino women domestic workers – nationals and migrants alike. The formation of PINAY entails an improved way of working with diverse partners, and involves pathbreaking improvements in delivering information and support services to migrant and national domestic and care workers.</p>
<p>Adaptable (Optional) <i>In what ways can this practice be adapted for future use?</i></p>	<p>The strategy adopted by SAF to empower women migrant workers by providing them with safe spaces, and platforms to raise their voice, exercise their choice and agency is clearly adaptable to any context. Ensuring that women are centered and directly engaged, have opportunities to design tools for peer support, and build their capacity to organizer, gather and disseminate information can happen in any context.</p>
<p>Replicable/Scale-Up (Optional) <i>What are the possibilities of extending this practice more widely?</i></p>	<p>The work of networks and groups can be replicated in other locations that are home to women migrants. Peer groups or networks can also be established in countries of origin.</p>
<p>Sustainable <i>What is needed to make the practice sustainable?</i></p>	<p>The process for developing and continuing women migrant workers' organisations and peer groups or networks is sustainable. To ensure that the groups are sustainable, an adequate structure must be developed with a period of support that enables the group to be well-established.</p>





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<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>n/a</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>	<ul style="list-style-type: none">• Deepa Bharathi, ILO, Safe and Fair programme, bharathi@ilo.org• Nighina Azizov, UN Women, Safe and Fair Programme nighina.azizov@unwomen.org• Melissa Alvarado, UN Women melissa.alvarado@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
- Reports





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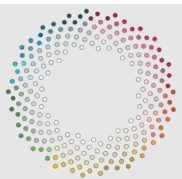
- Capacity Development Modules/Manuals
- Technical Guidance Notes
- Tools
- Infographics
- Magazines/Newsletters/ Brochures/Outreach and visibility materials
- Policy Briefs
- Strategic Plans and Frameworks
- Position Papers/Thematic Strategy Briefs
- Desk Review/Case Study
- Briefs/Factsheets

For more information, please refer to the Spotlight Initiative Knowledge Products Guidelines available [here](#).

Please list all Knowledge Products developed by the Spotlight Initiative since the beginning of your programme.

	Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed	Link to Knowledge Product (if available)
1	“Safe and Fair: Realizing women migrant workers’ rights and opportunities through the SDGs” (Briefing on SDGs relevant to women migrant workers)	Briefs/Factsheets	This brief analyses how ensuring safe and migration for women migrant workers can contribute to achieving the SDG goals, especially the Goals 5 (Gender Equality), 8 (Decent Work and Economic Growth), 10 (Reduced Inequality) and 16 (Peace, Justice and Strong Institutes), and how the Safe and Fair Programme will respond to the issue.	2018	https://asiapacific.unwom en.org/- /media/field%20office%2 0eseasia/docs/publicatio ns/2019/07/saf_-_sdg- compressed.pdf?la=en&v s=4452
2-11	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	

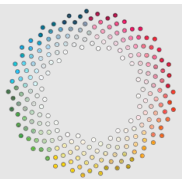




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12	“Safe and Fair: Report on Programme Coordination with National and Regional Bodies” (Mapping of relevant actors for national coordination)	Mapping document	Mapping of relevant actors for national coordination for implementing SAF’s activities	2018	See annex of 2018 Annual Report
13	Technical background paper and report on the Safe and Fair “Regional Planning Meeting for Promoting Women Migrant Workers’ Rights through Organizing in ASEAN”	Research paper/Background paper	The report centres around women migrant workers' freedom of association and collective bargaining, identifies the challenges to their organizing, and puts forward recommendations to strengthen women migrant workers' leadership and participation in labour organizations.	2018	https://www.ilo.org/asia/publications/WCMS_717419/lang--en/index.htm
14	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/wcms/p5/groups/public/--asia/--ro-bangkok/documents/publication/wcms_715939.pdf
15	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	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	2018	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2019/07/ap-16essentials_saf_18jun2

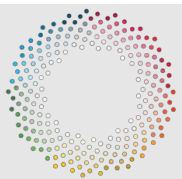




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			service providers in countries of origin (pre-departure of women migrant workers or upon return).		019_en.pdf?la=en&vs=1758
17	A strategy paper contributing to the 12th Malaysia Plan (2021–2025) titled “SDG #5: Sexual and Reproductive Health and Rights (SRHR) and Violence against Women Migrant Workers (VAWMW)”	Strategy paper	Strategy paper on SRHR and violence against women issues	2019	https://westminsterresearch.westminster.ac.uk/item/qy723/strategy-paper-sdg-5-access-to-sexual-and-reproductive-health-and-rights-and-violence-against-women-services-by-migrant-workers-in-malaysia
18	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

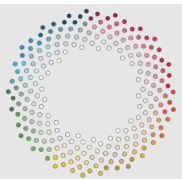




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19	Viet Nam technical paper: “Các cam kết quốc tế và khu vực về xóa bỏ với bạo lực đối với phụ nữ và nữ lao động di cư quốc tế và một số khuyến nghị” (“Vulnerabilities of Women Migrant Workers, and International and Regional Mandates, Policies addressing 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	
20	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/wcms/p5/groups/public/---asia/--ro-bangkok/documents/publication/wcms_732443.pdf

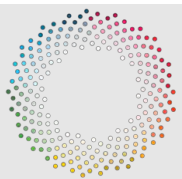




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21	Report: Mobile Women and Mobile Phones: Women Migrant Workers' Use of Information and Communication Technologies in ASEAN	Research paper	The research paper involved potential and returned women migrant workers in four countries of origin in the 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
22	Training Module on Quality Coordinated Services	Capacity Development Modules	Training tools and information to service providers on service provision	2019	
23	Training Module for Front-line Service Providers	Capacity Development Modules	Training tools and information to service providers on service provision	2019	
24	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	
25	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	
26	Policy brief following the SAF Regional Dialogue on "Coordinated Quality Services	Policy Briefs	The policy brief is based on regional and national priorities and recommendations identified during the three-day "Regional Dialogue on Coordinated	2019	https://asiapacific.unwomen.org/sites/default/files/Field%20Office%20ESE

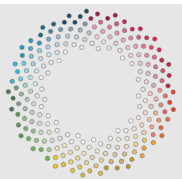




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	for Ending Violence against Women Migrant Workers”		Quality Services for Ending Violence against Women Migrant Workers in ASEAN”, which took place in Bangkok, Thailand, from 10 to 12 July 2019.		Asia/Docs/Publications/2020/01/SAF_PolicyBrief_v4-8Jan2020-s.pdf
27	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	https://www.ilo.org/asia/publications/WCMS_754661/lang--en/index.htm
28-35	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	
36	“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
37	“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	2020	https://asiapacific.unwomen.org/en/digital-library/publications/2020/11/a-guidance-note-to-

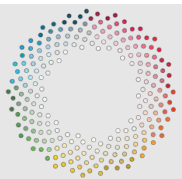




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			ensure the concerns and interests of women migrant workers are incorporated into National Action Plans on Ending Violence Against Women. It is noted that all of the recommendations in the Handbook apply; this document serves only to focus on women 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.		develop-migrant-sensitive-national-action-plans
38	"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	https://asiapacific.unwomen.org/en/digital-library/publications/2020/06/rapid-assessment-impact-of-covid-19-on-womens-civil-society-organizations#:~:text=UN%20Women%20found%20that%20almost,to%20temporarily%20suspend%20activities%20altogether .
39	"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

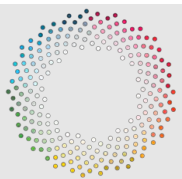




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40	“Guidance Note for Action: Addressing the Emerging Impacts of the COVID-19 Pandemic on Migrant Women in Asia and the Pacific for a Gender-Responsive Recovery” (with other UNW projects)	Guidance Note	The paper focuses on the emerging impacts of the 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%20ESE/Asia/Docs/Publications/2020/04/Migration-f-spotlight.pdf
41	“Making Women Migrant Workers Count: Sex-Disaggregation of Labour Migration Statistics in ASEAN (2019 data)”	Briefs/Factsheets	In 2019 ILMS was updated to ensure data disaggregation by sex for all data categories. ILMS Database in ASEAN fills an important knowledge gap for national and regional policy-makers and for the broader research community. The brief is a concerted focus on data on women migrant workers throughout ASEAN. The collection and use of data on women migrant workers in ASEAN ensures that women are counted and seen. Only with accurate data, can governments form evidence-based, gender-responsive policies and tripartite-plus partners ensure essential service provision is proportionate to women’s numbers in labour migration.	2020	https://www.ilo.org/wcms/p5/groups/public/---asia/--ro-bangkok/documents/briefingnote/wcms_773226.pdf
42	“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%20vi

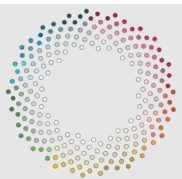




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43	“Media-Friendly Glossary on Migration: Women Migrant Workers and Ending Violence against Women” (EVAW edition)	Toolkit/Glossary	This glossary serves as a guide for journalists, researchers, practitioners and others who conduct trainings or write 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/wcms/p5/groups/public/---asia/--ro-bangkok/documents/publication/wcms_767998.pdf
44	“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/wcms/p5/groups/public/---asia/--ro-bangkok/documents/briefingnote/wcms_766631.p df
45	“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	2020	<a href="https://www.ilo.org/wcms/p5/groups/public/---asia/--ro-bangkok/documents/briefingnote/wcms_766632.p
df">https://www.ilo.org/wcms/p5/groups/public/---asia/--ro-bangkok/documents/briefingnote/wcms_766632.p df

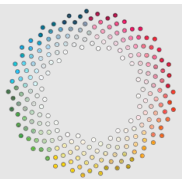




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			violence against women migrant workers. The brief also highlights factors that correlate with public support for migrant workers, especially women.		
46	“Research Brief: Public Attitudes towards Migrant Workers in Singapore”	Briefs/Factsheets	This 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/wcms/p5/groups/public/--asia/--ro-bangkok/documents/briefingnote/wcms_766633.pdf
47	“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/wcms/p5/groups/public/--asia/--ro-bangkok/documents/briefingnote/wcms_766634.pdf
48	“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/wcms/p5/groups/public/--asia/--ro-bangkok/documents/briefingnote/wcms_766629.pdf
49	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	2020	https://asiapacific.unwomen.org/en/digital-library/publications/2020/

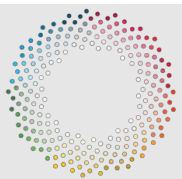




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			violence against women (VAW) specialized service providers across the region.		09/service-directory-for-women-migrant-workers-in-the-asean-region
50	National Service Directory for Cambodian Women Migrant Workers	Infographics	The service directory 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.	2020	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/07/ap-service-directory-khmer-7july21.pdf?la=en&vs=3404
51	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	2020	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/07/ap-service-directory-indonesia-7july21.pdf?la=en&vs=3403
52	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.	2020	https://asiapacific.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2021/07/ap-service-directory-regional-vietnam-7july21.pdf?la=en&vs=3405
53	National Service Directory for Lao Women Migrant Workers	Infographics	The service directory enables referrals of women in Laos, including women migrant workers survivors of	2020	https://asiapacific.unwomen.org/-

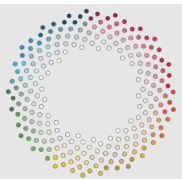




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			violence, by sharing information on available violence against women (VAW) specialized service providers; in Laos		/media/field%20office%20easia/docs/publications/2021/09/service%20directory_lao_yc_15%20sept%202021.pdf?la=en&vs=5243
54	Assessing 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	https://laos.oxfam.org/latest-publications/socio-economic-impacts-returnee-migrant-workers-lao-pdr
55	“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
56	“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
57	“COVID-19: Impact on Migrant Workers and Country Response in Thailand” (with other ILO	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-

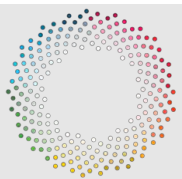




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	projects)				bangkok/documents/briefingnote/wcms_741920.pdf
58	Listening to the Voice of Women Migrant Workers: Strengthening Gender in Law on Vietnamese Workers Working abroad on Contract	Research paper	The research is a qualitative study on experiences 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/wcms/p5/groups/public/--asia/--ro-bangkok---ilo-hanoi/documents/publication/wcms_755200.pdf
59	“Infographic of Key Recommendations to Strengthen Gender and Draft Law 72 in Viet Nam”	Infographics	Information on Draft Law 72 in Viet Nam	2020	
60	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	
61	IDWF–PERTIMIG Handbook on Becoming a Migrant Domestic Worker in Malaysia	Guidance Note	Information about domestic workers rights in Malaysia	2020	
62	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	
63	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	
64	Training Modules on Sex-Disaggregation of Labour Migration Data	Capacity Development Modules	Training information on collecting sex-disaggregated labour migration statistics	2020	

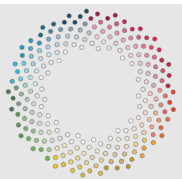




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65	Training Modules for Employers to Prevent Discrimination, Violence and Harassment in the Workplace (ACE-led)	Capacity Development Modules	Training materials for employers to prevent and address violence and harassment in the work place	2020	
66	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	
67	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	
68	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	
69	Apprenticeship Manuals on skills development (Cambodia)	Capacity Development Modules	Training tools on skills development in Cambodia	2020	
70	Workshop guide on Understanding Women's Labour Migration and Creating an Effective Campaign	Training materials	Guidance to stakeholders in Malaysia on women's labour migration and campaign (SAF contributed to this publication)	2020	
71	COVID-19 and Essential Services Provision for Survivors of Violence against Women and Girls		This brief explores the implications for the provision of essential services for women and girls who have experienced violence during the COVID-19 pandemic. It provides recommendations for	2020	https://www.unwomen.org/en/digital-library/publications/2020/04/brief-covid-19-and-

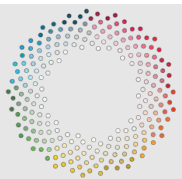




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			governments, civil society, and international organizations that are seeking to improve the quality of and access to coordinated health, police and justice, and social services for all women and girls, especially those who face multiple forms of discrimination and are at increased risk of experiencing violence. (SAF contributed to this publication)		essential-services-provision-for-survivors-of-violence-against-women-and-girls
72	Organizing Women Migrant Workers: Manual for Trade Unionists in ASEAN	Tools	Trade unions regionally and globally often work on either migrants' issues, or on gender equality and women's empowerment. ACTRAV and Safe and Fair aim for this training manual to enable trade unions to address the specific needs of women migrant workers, bringing these two elements together. The manual reflects trends and changes to support today's trade union strategies in organizing women migrant workers in particular, while also promoting safe, orderly and regular migration.	2021	https://www.ilo.org/asia/publications/WCMS_816236/lang--en/index.htm
73	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	
74	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	https://www.aseanemployers.com/ace_platform/assets/uploads/resources/61.pdf
75	Policy Brief: The Untapped Power of Women Migrant Workers in ASEAN: A Business	Briefs/Factsheets	Policy brief for employers to promote gender quality and empowerment in the workplace	2021	https://www.aseanemployers.com/ace_platform/assets/uploads/resources/

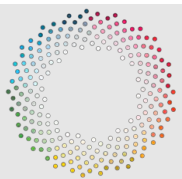




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	Case for Gender Equality and Empowerment in the Workplace (ACE-led)				60.pdf
76	Unions for domestic workers in Malaysia (2 Videos by IDWF)	Capacity Development Modules	Training tools on the importance of organising for domestic workers in Malaysia	2021	
77	Poster in Lao "Before decision to work overseas"	Infographics	information about pre-migration decision-making considerations for potential migrant workers in Laos	2021	
78	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	
79	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	
80	Teaching Thai to Migrant Workers	Training materials	Training materials on Thai language for migrant workers	2021	
81	Orientation training tools for women's labour migration and interventions in the Philippines	Capacity Development Modules	Training tools on labour migration and violence against women issues in the Philippines	2021	
82	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	

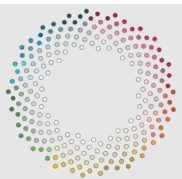




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83	“Who is going to believe us?” Work-related sexual harassment in Thailand, with a focus on women migrant workers	Research	The report focuses on women migrant workers, analyses existing research on sexual harassment in Thailand. It also highlights the limitations of existing legislation and its implementation to prevent sexual harassment.	2021	https://www.ilo.org/asia/publications/WCMS_830694/lang--en/index.htm
84	National Service Directory for Women Migrant Workers in Thailand	Briefs/Factsheets	Information about services to migrant workers in Thailand	2021	-
85	IDWF-AMMPO: Handbook on Safe Migration for Migrant Domestic Workers	Capacity Development Modules	Information about safe migration and organising for migrant workers in Malaysia	2021	-
86	National Service Directory for Women Migrant Workers in the Philippines	Briefs/Factsheets	Information about services to migrant workers in the Philippines	2021	-
87	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
88	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

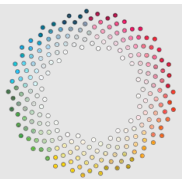




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89	Action Cards: 10 Things to Know About Violence against Women Migrant Workers (6 languages: English, Khmer, Bahasa, Lao, Myanmar, Thai)	Technical Document	These Action Cards provide practical actions for frontline service providers to consider and apply when they support women migrant workers who are at risk of, or subjected to violence. These 10 things in the Action Cards are based on the international principles and standards including the Essential Services Package for Women and Girls Subject to Violence with specific consideration of the needs of women migrant workers.	2021	https://asiapacific.unwom en.org/en/digital-library/publications/2021/03/10-things-to-know
90	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	https://www.unwomen.org/en/digital-library/publications/2019/03/handbook-addressing-violence-and-harassment-against-women-in-the-world-of-work
91	Gender-responsive and Inclusive Protocols and Programming to Address the Gender-Differentiated Needs of Women During COVID-19	Technical document	Information about gender-responsive services and protocols to address women's needs in COVID-19	2021	https://chr.gov.ph/wp-content/uploads/2021/06/Position-Paper-on-the-Gender-Responsive-and-Inclusive-Pandemic-Management.pdf
92	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	
93	Risks of Violence against Women in the Labour Migration	Technical Document	The infographics capture the risks of violence against women migrant workers in the migration	2021	https://asiapacific.unwom en.org/en/digital-

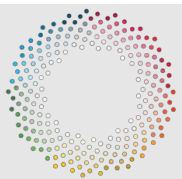




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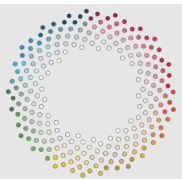
	Cycle and Services that Need to be in Place throughout the Migration Cycle		cycle and the services that should be in place to support women migrant workers subject to violence.		library/publications/2021/09/the-infographics-on-the-risks-of-violence-against-women-in-the-migration-cycle
94	From evidence 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
95	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-vaaw
96	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





97	Training toolkit on prevention and response to sexual harassment	Training Material	Training information on addressing and reduction sexual violence	2021	
98	Training package for labour Migration Actors on VAWMW	Training Material	Training information on understanding violence against women and labour migration	2021	
99	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
100	Safe and Fair Babaeng Bياهو 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	
101	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	-
102	"GBV and Essential Services for Women Migrant Workers" training material	Training Material	Training tools on providing GBV services to women migrant workers	2021	
103	Leaflet - Know your Rights at Work: Sexual Harassment	Briefs/Factsheets	Information about sexual harassment laws in Malaysia	2021	
104	Leaflet - If Stopped by Police	Briefs/Factsheets	Information about rights for migrant workers in	2021	

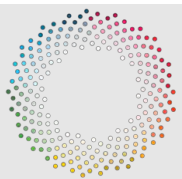




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			Malaysia		
105	CIFAL Philippines - Professional Course on Global Migration, Module 2: "Human Rights and Migration in International Law (including gender-related standards)"	Capacity Development Modules	Training tools for teaching international frameworks for rights-based labour migration, for Philippine government officials	2021	
106	National Employment Recovery Strategy (NERS), Philippines	Technical document	SAF-facilitated technical inputs for migration agenda; based on the results of stakeholders consultation (SAF contributed to the NERS)	2021	
107	C190 training materials in the Philippines	Training materials	C190 - key features and related Philippine laws - training material presented by ILO and shared at the 19 Feb 2021 national e-Forum (SAF contributed to this training resource)	2021	
108	Experiences of ASEAN migrant workers during COVID-19: Rights at work, migration during the pandemic, and remigration plans (Second assessment)	Study	This study – conducted from mid-October to December 2020 – is a follow-up to the initial assessment and focuses on migrant workers in countries of destination. While the first assessment looked into the emerging information, protection needs and working conditions resulting from the pandemic, this assessment will look deeper into specific issues, such as wages and the impact of COVID-19 on working hours, layoffs and COVID-19-related stress. (SAF contributed to this training resource)	2021	https://www.ilo.org/asia/publications/issue-briefs/WCMS_816428/lang-en/index.htm
109	Green and gender-responsive skills training	Training materials	Resources created for the use of the Department of Skills Development, MoL Thailand to train migrant workers in the construction sector.	2021	

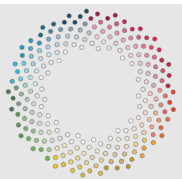




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110	Policy Brief on the rights-based and human-centered placement and protection services during the pandemic and new normal placement.	Policy brief	Guided by the results from the consultative meetings and Tripartite-Plus joint recommendation, this document addresses the recruitment processes for Indonesian migrant workers.	2022	
111	Technical Guidelines for Providing Gender Responsive Services and Protection for Indonesian Migrant Workers (Implementation of PMI Protection Law No. 8 of 2017)	Guidelines	Guidelines for providing services and information for Indonesian migrant workers	2022	https://www.ilo.org/jakarta/whatwedo/publications/WCMS_853539/lang-en/index.htm
112	Guideline Document of Virtual Help Desk for Service Provider	Guidelines	Information on the provision of virtual helpdesks to Philippine migrant workers	2022	
113	BBC MA - Formative Research on “glimpse into audiences’ lives”	Research presentation	Findings on social media usage by migrant worker communities in Myanmar	2022	
114	How to Engage with Survivors	Video	Video on how to engage with survivors of violence	2022	https://youtu.be/BfoflKxlovl
115 - 119	Financial literacy Modules for 5 countries: Indonesia, Malaysia, Cambodia, Philippines, Singapore	training materials	training materials for their own migrant workers and their families to learn about financial literacy and saving skills (specific to the context of each country for which the modules have been prepared)	2022	
120	Measuring sustainable development goal indicator 10.7.1 on recruitment costs of Vietnamese workers overseas: Results of the Labour Force	Survey	Survey on recruitment costs for Vietnamese workers going overseas	2022	https://www.ilo.org/global/topics/fair-recruitment/resources/WCMS_726736/lang-en/index.htm

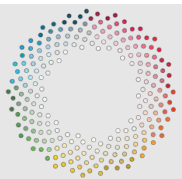




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	Survey 2021				
121	Data gaps in international migration in Viet Nam	Study	Study on data gaps in international migration statistics in Viet Nam	2022	https://ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_866757.pdf
122	Women migrant workers in agro-processing sectors in Malaysias and Thailand	Research	Research on conditions of women migrant workers in rubber processing and plantations in Thailand and Malaysia	2022	
123	ASEAN audio-visual presentations (AVPs):Country of Destination	Video	ASEAN produced video on safe migration – country of destination.	2022	https://www.youtube.com/playlist?list=PLt2z0BXVB3p6edihujUuf0FdVTqyXu3av
124	ASEAN audio-visual presentations (AVPs):Country of Origin	Video	ASEAN produced video on safe migration – country of origin.	2022	https://www.youtube.com/playlist?list=PLt2z0BXVB3p4payz8CYCW1H-3vHnt_j65
125	Report : Multi-country Dialogue on Delivering Services through Migrant Worker Resource Centres (MRCs): An exchange among Safe and Fair (SAF) programme partners	Report	Report documenting cross-border learnings on service provision to women migrant workers from MRCs	2022	
126	Study on Women Migrant Workers in Laws and Policies of ASEAN Member States	research report	ASEAN-led study on the extent to which women migrant workers are protected by AMS laws and policies	2022	https://asean.org/wp-content/uploads/2023/02/ASEAN_REPORT_Final.pdf

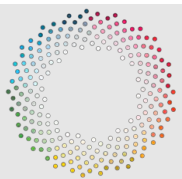




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127	Achieving fair and ethical recruitment: Improving regulation and enforcement in the ASEAN region	technical guidelines	Fair recruitment guidelines for policy makers in Southeast Asia	2022	https://www.ilo.org/asia/publications/WCMS_864076/lang--en/index.htm
128	A beautiful but very heavy jacket: The experiences of migrant workers with diverse SOGIE in ASEAN	research study	Research documenting the experiences of migrant workers with diverse SOGIE in Asian countries	2022	https://www.ilo.org/asia/publications/WCMS_854686/lang--en/index.htm
129	A Guide For Filipino Migrant Domestic Workers In Malaysia	Guidance	Information for migrant domestic workers from the Philippines on laws and policies on domestic work in Malaysia	2022	https://idwfed.org/publications/migration/a-guide-for-filipino-migrant-domestic-workers-in-malaysia-safe-migration-book/
130	Desk Review: Gender-based Violence Cross-Border Referral Systems along the Humanitarian-Development Nexus in the Mekong Region (Cambodia, Lao PDR, Myanmar, Thailand, and Viet Nam)	Study	Review of cross-border referral mechanisms in the Mekong region for gender based violence	2022	https://asiapacific.unwomen.org/en/digital-library/publications/2024/03/desk-review-gender-based-violence-cross-border-referral
131	How to refer women survivors of violence to services	Training materials	This video provides practical tips for essential service providers on how to refer survivors of violence to services including women migrant workers.	2022	https://youtu.be/WERBdOuWIFc

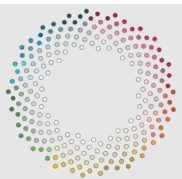




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132	Online training module: Violence Against Women Migrant Workers	Training materials	The overall objective of the course is to strengthen multi-sectoral coordinated quality services to respond to violence against women migrant workers. Specifically, the course aims to build an understanding of the intersectionality of violence against women migrant workers, focusing on the specific needs of women migrant workers, and the risks they face during their migration journey, and to understand key elements in providing essential services to them, based on good practices. The online training is targeting relevant government officials, CSOs, NGOs and women's networks' representatives, service providers, and other key stakeholders.	2022	https://portal.trainingcentre.unwomen.org/product/violence-against-women-migrant-workers/
133	Background paper: Prevention of Gender-Based Violence and Harassment Against Women Migrant Workers in South and Southeast Asia	Technical document	This background paper consolidates the risk and protective factors for violence against women migrant workers from existing literature and articulates the strategies and stakeholder actions along the migration cycle that can accelerate the prevention aims of the SAF and GOALS programmes.	2022	https://asiapacific.unwomen.org/sites/default/files/2022-11/PVAWMW-Background-paper-designed_FINAL.pdf
134	Framework: Prevention of Gender-Based Violence and Harassment Against Women Migrant Workers in South and Southeast Asia	Technical document	This framework captures the risk factors for gender-based violence and harassment against women across the migration cycle and articulates strategies and stakeholder actions that can accelerate the prevention aims of the Safe and Fair: Realizing Women Migrant Workers' Rights and Opportunities in the Association of Southeast Asian Nations (SAF) and Governance of Labour Migration in South and South-East Asia (GOALS) programmes. This	2022	https://asiapacific.unwomen.org/en/digital-library/publications/2022/11/framework-prevention-of-gender-based-violence-and-harassment-against-women-migrant-workers-

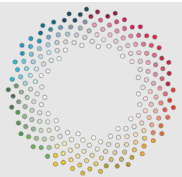




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			document is based on, and should be read in tandem with, the background paper Prevention of Gender-Based Violence and Harassment against Women Migrant Workers in South and Southeast Asia.		in-south-and-southeast-asia
135 - 136	ILO SAF resource material on ILS, migration and gender equality standards -- used in Tabaco City training for OFW/family groups, 29 Apr 2022 ILO SAF resource material - Understanding the Dept of Migrant Workers (DMW) and Its IRR; key functions, mandates and features	Training materials	Specific training materials prepared for workshops with migrant worker associations in the Philippines on save migration and gender equality, and the new department of migrant workers	2022	
137	Stakeholders' recommendations for the Implementing Rules and Regulations (IRR) of Republic Act 11641 (Department of Migrant Workers Act of 2021), and for the institutional programmes and services of DMW	Technical document	Consolidated inputs and recommendations to the development of the IRR of Republic Act 11641	2022	
138	Training for Malaysian inspectors on forced labour, child labour and gender-based	Training materials	This facilitator's manual for Malaysian labour inspectors on forced labour, child labour and gender-based discrimination, violence and harassment in the workplace is developed to build the capacity of	2022	https://www.ilo.org/asia/publications/WCMS_833923/lang--en/index.htm

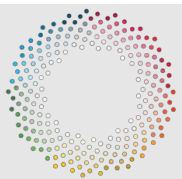




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	discrimination, violence and harassment in the workplace		the labour inspectorate to enforce national labour standards on these issues, and advise employers and workers on how to improve compliance.		
139	Labour inspection guideline with attention to women migrant workers, violence and harassment, domestic workers, forced labour	Guidelines	Guidelines prepared to improve gender-responsive labour inspection in Thailand. Published in 2022 . (SAF contributed to this training resource)	2022	https://www.mol.go.th/en/news/mol-launches-revised-labour-inspection-guidelines-by-giving-importance-to-female-migrant-workers-violence-and-threats-domestic-workers-and-forced-labour

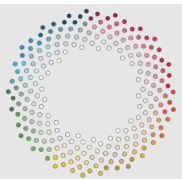




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140	Handbook on providing gender sensitive mutual legal assistance for civil cases involving foreigners	Guidance	UN Women collaborated with MOJ/International Law department of Viet Nam to develop a Handbook on providing gender sensitive mutual legal assistance for civil cases involving foreigners. The Handbook was developed with the aim to strengthen the capacity of the staff working in mutual legal assistance in civil matters, enhance the efficiency of mutual legal assistance to assist legal proceedings in settling civil, marriage and family cases involving foreign elements, ensure rights of women and increase access to justice for women in the current international integration context. The Handbook provides comprehensive information on the procedures for mutual legal assistance in civil matters (MLA) from and to Viet Nam. It is a collection of best practices, containing specific notes to avoid common mistakes and misconduct. It has one specific part focusing on gender sensitivity in MLA, which indicates the difficulties of women in MLA process, analyzes and suggests solutions for the competent authorities as well as tips for women involved. (SAF contributed to this training resource)	2022	
141	Training materials on TIVET	Training materials	ILO collaborated with NIVET to undertake Ecommerce training for women migrant workers in three provinces of Thanh Hoa, Lao Cai and Ha Tinh. (SAF contributed to this training resource).	2022	

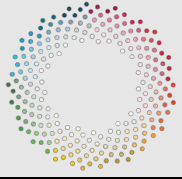




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142	Guidelines on Gender-sensitive investigation of cases of experiencing GBV and human trafficking	Guidance	UN Women collaborated with MOJ/International Law department to develop a Handbook on providing gender sensitive mutual legal assistance for civil cases involving foreigners. The Handbook was developed with the aim to strengthen the capacity of the staff working in mutual legal assistance in civil matters, enhance the efficiency of mutual legal assistance to assist legal proceedings in settling civil, marriage and family cases involving foreign elements, ensure rights of women and increase access to justice for women in the current international integration context. The Handbook provides comprehensive information on the procedures for mutual legal assistance in civil matters (MLA) from and to Viet Nam. It is a collection of best practices, containing specific notes to avoid common mistakes and misconduct. It has one specific part focusing on gender sensitivity in MLA, which indicates the difficulties of women in MLA process, analyzes and suggests solutions for the competent authorities as well as tips for women involved. (SAF contributed to this training resource)	2022	
143	Blended & Green Food & Beverage program from the ASEAN Curriculum for Tourism Professionals	Training materials	EHT Paul Dubrule was funded by the ILO SAF to implement a project namely 'Integration of Blended Learning and Sustainability for Smart & Green TVET in Hospitality and Tourism for Cambodia' EHT Paul Dubrule was successfully able to blend and green 20 modules from the Food & Beverage program. These include the following: Core (6): 1. Maintain Hospitality industry knowledge	2023	https://view.genial.ly/6316b2e9a936560013b31e0e https://view.genial.ly/63216d298064fb00180b8c46

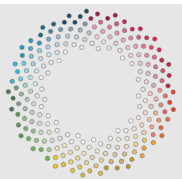




Spotlight Initiative

			<ol style="list-style-type: none">2. Work in a socially diverse environment3. Work effectively with customers and colleagues4. Comply with workplace hygiene procedures5. Implement occupational safety and health procedures6. Perform child protection duties relevant to the tourism industry <p>Generic (6):</p> <ol style="list-style-type: none">1. Provide a link between kitchen and service area2. Perform Basic Clerical Procedures3. Promote Hospitality Products and Services to Customers4. Maintain Quality Customer Service5. Receive and resolve customer complaints6. Perform Basic First Aid Procedures <p>Functional (8):</p> <ol style="list-style-type: none">1. Take food order and provide courteous table service2. Prepare and serve non-alcoholic beverages3. Prepare and serve cocktail4. Manage Responsible Service of Alcohol Room Service5. Manage and operate a coffee shop7. Develop & Maintain FB product knowledge8. Serve a range of wine products"		
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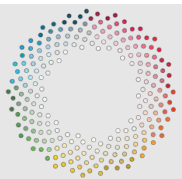




Spotlight Initiative

144	Blended learning course for Entrepreneurship	Training materials	EHT Paul Dubrulle was partially funded by the ILO SAF to implement a project namely 'Integration of Blended Learning and Sustainability for Smart & Green TVET in Hospitality and Tourism for Cambodia'.	2023	Session 2: DEVELOP AN ENTREPRENEURIAL MINDSET (genial.ly) Fullonline- Session 4: Entrepreneur Method (genial.ly) Fullonline- Session 4: Entrepreneur Method (genial.ly)
145	Blend learning course on Green Construction Skills	Training materials	NPIA was partially funded by the ILO SAF programme to implement a project namely 'Development of E-learning Learning Facility and Introduction of E-learning at NPIA, Siem Reap, Cambodia'. The training curriculum has been digitalized and is being rolled out.	2023	Available on dropbox
146	Policy Brief on MRC Lampung Timur	Policy brief	MRC Lampung Timur developed policy brief that includes analysis of cases that MRCs had been assisted, identify pattern of rights violation and problems during provision of case assistance. In addition, during consultation with stakeholders MRCs also collected inputs from stakeholders.	2023	
147	Capacity Enhancement Module for Indonesian Women Migrant Workers & Village Officials	Training material	Modules to enhance the capacity of Indonesian stakeholders involved in the placement of migrant workers. These modules provide crucial information about the rights of migrant workers, official rules and	2023	

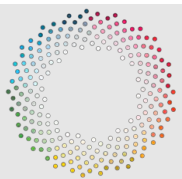




Spotlight Initiative

			procedures, and the potential threats of human trafficking.		
148	Case Management Modules	Training materials	This module was prepared for MRC Frontliners and stakeholders engaging in issues often experienced by Indonesian migrant workers (IMWs), especially to help or assist, or resolve the issues of migrant workers experiencing violence. Specifically this training manual will serve as handout in case management and support services. The training manual will cover an employment services information and psycho-social counselling; collecting and maintaining sex-disaggregated case data; writing case studies based on collected client information; and using sex-disaggregated case data as reference for policy advocacy.	2023	
149	Code of Conduct (CoC) on fair and ethical recruitment for private recruitment agencies (PRAs) in the Philippines (national version); includes monitoring tools	Technical document	Code of Conduct for fair recruitment of migrant workers in the Philippines	2023	
150	Code of Conduct (CoC) on fair and ethical recruitment for private recruitment agencies (PRAs) in the Philippines (BARMM version); includes monitoring tools	Technical document	Code of Conduct for fair recruitment of migrant workers in the BARMM region o the Philippines	2023	

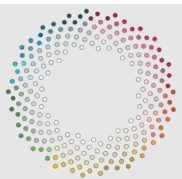




Spotlight Initiative

151	Manual of Operations for Migrant Worker Resource Centers (MRCs) in the Philippines	Training materials	Manual to support MRCs in the Philippines to improve service provision for women migrant workers and their families.	2023	
152	Social protection measures for Overseas Filipino Workers: Analysis and recommendations for improvement of mandatory schemes in the Philippines	Report	Study on improving social protection for Philippine migrant workers.	2023	
153	Philippine health laws and policies relevant to Overseas Filipinos and their Families: Mapping and rapid analysis	Report	Analysis of health laws and policies in the Philippines and their coverage of migrant workers from the Philippines	2023	
154 - 158	Five case-studies of women migrant workers to be used in trainings on safe migration topics	Training materials	Case studies of five women migrant workers from the Philippines covering women's labour migration issues such as skills' development, domestic work, organizing, reintegration, trafficking-in-persons	2023	
159	Assessment of law, regulations, policy and practice: Thailand ILO Violence and Harassment Convention, 2019 (No. 190)	Technical document	Assessment on the gaps and readiness of the Thai legal framework to adopt C190.		
160	Good Practices in Labour Inspection	Technical document	Guidance to support gender-responsive labour inspection for situations involving women migrant workers		

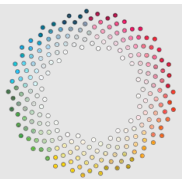




Spotlight Initiative

161	Sex-disaggregated international labour migration statistics in ASEAN (2023 ed)	Briefs/Factsheets	In 2023 ILMS was updated to ensure data disaggregation by sex for all data categories. ILMS Database in ASEAN fills an important knowledge gap for national and regional policy-makers and for the broader research community. The brief is an update of the earlier brief to renew focus on data on women migrant workers throughout ASEAN. The collection and use of data on women migrant workers in ASEAN ensures that women are counted and seen.		
162	MRC SOGIE Manual	Training materials	A manual for MRC and service providers to improve information and service provision to migrant workers of diverse SOGIESC.		
163	Knowledge, Attitudes and Practices towards Migrant Workers in Malaysia, Singapore and Thailand	Study	Survey of 300 members of the public in Singapore, Thailand and Malaysia to gauge public perceptions of migrant workers in these countries, focus on women migrant workers.		
164	Endline study on laws and policies in ASEAN	Technical document	Assessment of the progress made by SAF to improve laws and policies in the ASEAN region for women migrant workers, through its interventions from 2018-2023.		
165	Protections for Domestic Workers: Employment Act 1955 Exemptions Puts Workers at Risk of Forced Labour	Technical Document	This policy brief asserts that work conditions of many domestic workers continue to show evidence of the 11 indicators of forced labour as set out in the ILO's Special Action Programme to Combat Forced Labour. Therefore, in exempting domestic workers from the provisions and protections of the First Schedule of the Employment Act 1955 Section 2(1) (5), the Malaysian government continues to create		

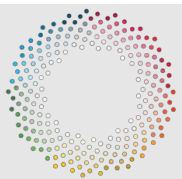




Spotlight Initiative

			work conditions for domestic workers that amounts to forced labour. (SAF contributed to this knowledge product)		
166	Social Protections for Migrant Domestic Workers in Malaysia	Technical Document	One knowledge brief on Social protections for migrant domestic workers: Denial of full protection may contravene Malaysia's international human rights obligations was completed on 14 February 2023. (SAF contributed to this knowledge product)	2023	
167	Adequate Housing for Migrant Workers: A Guide for Employers in Thailand	Guideline	This guide "Adequate and Decent Housing for Migrant Workers: A Guide for Employers in Thailand" has been developed by the Employers' Confederation of Thailand (ECOT) with the support of the SAFE and FAIR Programme of the International Labour Office (ILO), aims to guide employers in Thailand, particularly employers of migrant workers, on adequate and decent housing for workers. (SAF contributed to this knowledge product)		
168	Violence and harassment at work: A practical guide for employers in Thailand	Guideline	This guide was adapted from the International Labour Office (ILO) publication: Violence and harassment at work: A practical guide for employers to provide practical guidance to enterprises in Thailand on how to address, prevent and respond to violence and harassment in the world of work. It aims to enable enterprises to better control the risks and minimize the negative impacts that violence and harassment brings to the workplace. It includes, among others, guidance on what is considered violence and harassment in the world of work, examples of common violence and harassment at work, legal framework and employers'		

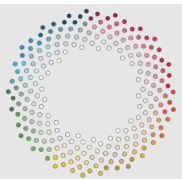




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			responsibilities, why employers need to take action, how to address, prevent and respond to violence and harassment including by developing and implementing enterprise-level policy, with sharing of good practices and examples. (SAF contributed to this knowledge product)		
169	Precarious pathways: Migration patterns and service needs of Lao migrant workers	Research Report	Study on the migration pathways followed by Laotian migrant workers. (SAF contributed to this knowledge product)	2023	https://www.ilo.org/wcms/p5/groups/public/---asia/--ro-bangkok/---sro-bangkok/documents/publication/wcms_891143.pdf
170	ASEAN Research on Workers' Right-Based Standard Employment Contract	Research Report	ASEAN-level study on the use of employment contracts for migrant workers, especially for migrant domestic workers in the region. (SAF contributed to this knowledge product)	2023	https://asean.org/wp-content/uploads/2023/12/Research-On-Workers-Right-Based-Standard-Employment-Contract-DEC20-Final.pdf
171	MRC Assessment Study	Technical document	Assessment of the work of ILO MRCs in ASEAN to improve service delivery and safe migration outcomes for migrant workers. (SAF contributed to the research phase of this knowledge product)	2023	
172	Social Protection for Migrant Domestic Workers in ASEAN	Research Study	Research on the social protection measures for migrant domestic workers in ASEAN. (SAF contributed to this knowledge product)	2023	
173	Mapping of bilateral labour agreements	Study	Review of existing international BLAs to identify ways to improve cross-border migration experiences for workers in the region. (SAF contributed to this knowledge product)	2023	

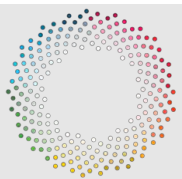




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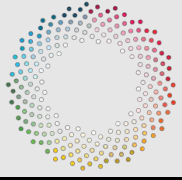
174	Action Brief: Role of embassies in supporting women migrant workers who have experienced violence	Brief	This Action Brief Series draws lessons learned from the implementation of the programme "Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region". The Series covers the following topics: 1) Women Migrant Workers and Mental Health; 2) Roles of Embassies in Addressing Violence against Women Migrant Workers; 3) Safe Technologies in Providing Remote Services and 4) Peer Networks Empower Women Migrant Workers.	Dec 2023	https://asiapacific.unwomen.org/sites/default/files/2023-11/ap-c449-action-brief-02-role-of-embassies-in-addressin.pdf
175	Action Brief: Safe Technologies in Providing Remote Services	Brief		Dec 2023	https://asiapacific.unwomen.org/sites/default/files/2023-12/ap-c514-action-brief-safe-technologies-in-providing-remote-services-updated-s.pdf
176	Action Brief: Role of women migrant workers peer networks	Brief		Dec 2023	https://asiapacific.unwomen.org/sites/default/files/2023-11/ap-c449-action-brief-04-action_brief-peer-networks-empower.pdf
177	<u>Action Brief: Women Migrant Workers and Mental Health</u>	Brief		Dec 2023	https://asiapacific.unwomen.org/sites/default/files/2023-12/ap-c514-action-brief-women-migrant-workers-and-mental-health-updated-s.pdf
178	ASEAN Guidelines for Developing National SOPs for a Coordinated Response to Violence against Women and Girls	Guideline	The purpose of this document is to provide guidance for the development of nationally coordinated standard operating procedures (SOPs) and performance standards for service providers on how to apply gender sensitive and survivor centred approaches in the handling of cases of violence	2023	Available on dropbox





			against women and girls (VAWG), including women and girls from vulnerable groups. The scope of this guidance is national, focusing on a coordinated response between key sectors such as health, police and justice and social services. This guidance is intended to bring together key stakeholders at the national level to develop an agreed upon SOP for a coordinated response to VAWG. National coordination SOPs compliment sector level national SOPs in health, police and justice, social services and any other sectors deemed relevant to the context.		
179	Guidance note on cross border GBV referral systems along the humanitarian-development nexus	Guideline	This guide provides practical steps and considerations to undertake referrals, across borders, for services commonly needed by women migrant survivors of gender-based violence (GBV). Specifically, the guidance aims to improve coordination between service providers and continuity of care for survivors in countries of destination, transit and origin, while mitigating risks to safety and further harm during the process.	2023	Available on dropbox
180	Experiences of violence against women migrant workers from Cambodia, Lao PDR and Myanmar in Thailand	Research Report	In August 2021, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) commissioned the College of Public Health Sciences, Chulalongkorn University to collect quantitative and qualitative data on experiences of violence among women from Cambodia, the Lao People's Democratic Republic and Myanmar who migrated to Thailand to work. The research focuses on the specific migration experiences of women, including risk factors and protection factors,	2023	Available on dropbox





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			<p>vulnerabilities to gender-based violence and trafficking, empowering or disempowering factors and coping strategies in response to violence. The present report serves to highlight positive migration experiences to show what works to ensure safe migration throughout the migration cycle, as identified by women migrant workers.</p>		
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Spotlight Initiative

ANNUAL REPORT – ANNEX E (SPECIFIC OBJECTIVE INDICATOR 3.2)

**SPOTLIGHT INITIATIVE
RESULTS FRAMEWORK**

COUNTRY/REGION: SOUTH-EAST ASIA/ASEAN REGION

PROGRAMME DURATION: 1 JANUARY 2018 – 31 DECEMBER 2023

REPORTING PERIOD: 01 JANUARY 2018 – 31 DECEMBER 2023

Annex E: Government and CSOs supported (Specific Objective Indicator 3.2)

During the programme period, the programme supported government and civil society organizations¹ throughout the region with both technical and financial support towards their work to protect the rights of women migrant workers and addressing violence against women migrant workers.

Annex E is a listing of all the organizations supported by SAF (either technically, financially, or both) in 2018-2023 (toward Specific Objective indicator 3.2). All these organizations are contributing towards programme outcomes, descriptions of which can be found throughout the rest of this report. Please see bracketed references in the table below for indicator cross references.

See also Annex C *Spotlight CSO Engagement*, which contains the cumulative list (2018-2023) of CSOs whom have been supported financially by SAF.

	Name of Government authority or CSO²	Outputs contributing to	Country
1.	Department of Economic Planning and Statistics, Ministry of Finance and Economy,	1.2, 3.2	Brunei Darussalam
2.	Agir pour le Cambodge	1.4	Cambodia
3.	Association of Cambodian Recruitment Agencies (ACRA)	1.2	Cambodia
4.	Cambodia Women Crisis Center (CWCC)	1.4	Cambodia
5.	Cambodian Police Department of Anti-Human Trafficking*	2.4	Cambodia
6.	CARE International in Cambodia	2.2, 2.3, 3.1	Cambodia
7.	Center for Alliance of Labour and Human Rights (CENTRAL)	2.4	Cambodia
8.	Centre for Khmer Studies*	2.4	Cambodia
9.	Chabdai		Cambodia
10.	Child Helpline Cambodia (CHC)	2.3, 2.4	Cambodia

¹ Note that this list includes trade unions, associations, CSOs (inclusive of academic institutions, mass organizations), and government organizations.

² Note that this list includes trade unions, associations, CSOs (inclusive of academic institutions, mass organizations), and government organizations



11.	Ecole d'Hotellerie et de Tourisme Paul Dubrule (EHT)	1.2, 1.4	Cambodia
12.	EGBOK Mission	1.4	Cambodia
13.	Empowering Youth Cambodia (EYC)*	2.4	Cambodia
14.	Feeding Dreams Cambodia Training Center	1.4	Cambodia
15.	Hope for Justice		Cambodia
16.	Industrial Technical Institute (ITI)	1.2, 1.4	Cambodia
17.	Legal Support for Children and Women	3.1	Cambodia
18.	Ministry of Health	1.1	Cambodia
19.	Ministry of Interior		Cambodia
20 & 21.	Ministry of Labour and Vocational Training <ul style="list-style-type: none"> Provincial Department of Labour and Vocational Training-Kampong Thom Province Provincial Department of Labour and Vocational Training-Siem Reap Province 	1.4	Cambodia
22.	Ministry of National Defence		Cambodia
23.	Ministry of Social Affairs, Veterans and Youth Rehabilitation		Cambodia
24.	Ministry of Tourism	1.2, 1.4	Cambodia
25.	Ministry of Women's Affairs	2.1, 2.4, 3.2	Cambodia
26.	National Committee for Counter Trafficking in Persons (NCCT)*	2.4	Cambodia
27 & 28.	National Employment Agency <ul style="list-style-type: none"> Kampong Thom Job Center (NEA-KPT) Siem Reap Job Center (NEA-SRP) 	1.4	Cambodia
29.	National Polytechnic Institute of Angkor (NPIA)	1.2, 1.4	Cambodia
30.	National Polytechnic Institute of Cambodia (NPIC)	1.2, 1.4	Cambodia
31.	PSE Institute for Vocational Training	1.4	Cambodia
32.	Ratanak International		Cambodia
33.	Spean Chivit Youth Resource Centre*	2.4	Cambodia
34.	Women's Media Center		Cambodia
35.	Aisyah Kab Cirebon	1.1, 1.4, 3.1	Indonesia
36.	AJI Jakarta (Independent Journalist Alliance)	1.2	Indonesia



37.	All-Indonesian Trade Union Confederation (Konfederasi Serikat Pekerja Seluruh Indonesia (KSPSI)) AITUC ³	1.3	Indonesia
38.	Bale Istri		Indonesia
39.	Confederation of Indonesian Prosperity Trade Unions (Konfederasi Serikat Buruh Seluruh Indonesia (KSBSI))	1.4	Indonesia
40.	Confederation of Indonesian Muslim Trade Unions (K-Sarbumusi)	1.3	Indonesia
41.	Confederation of Indonesian Trade Unions (Konfederasi Serikat Pekerja Indonesia (KSPI))	1.3	Indonesia
42.	Confederation of All Indonesian Trade Unions (Konfederasi Serikat Pekerja Seluruh Indonesia (KSPSI))	1.2, 1.3	Indonesia
43.	Desmigratif		Indonesia
44.	ECOSOC Rights Institute	1.2	Indonesia
45.	Fahmina Institute, Cirebon	1.1, 1.4, 3.1	Indonesia
46.	Fatayat Kab Cirebon	1.1, 1.4, 3.1	Indonesia
47.	Garda Buruh Migran Indonesia (BMI)		Indonesia
48.	Government Health Center	1.1, 1.4, 3.3	Indonesia
49.	Indonesian Migrant Workers Union (Serikat Buruh Migran Indonesia (SBMI))	1.4	Indonesia
50.	Indonesian Women's Coalition (Koalisi Perempuan Indonesia (KPI))	1.3, 1.4, 2.3	Indonesia
51.	Institute of Education Development, Social, Religious and Cultural Studies (INFEST)	1.2	Indonesia
52.	International NGO Forum on Indonesian Development	3.3	Indonesia
53.	Jaringan Cirebon untuk Kemanusiaan	1.1, 1.4, 3.1	Indonesia
54.	Kabarbumi	1.3	Indonesia
55.	Kami Cirebon		Indonesia
56.	Lembaga Bantuan Hukum Gerakan Pemuda Anzor (LBH Anzor)	1.1, 1.4, 3.1	Indonesia
57.	Lensa Sukabumi		Indonesia
58.	Local Women Empowerment and Child Protection Office	1.1, 1.4, 3.1	Indonesia
59.	Mawar Balqis	1.3, 1.4, 2.3, 2.4	Indonesia
60.	Migrant Care	1.3	Indonesia
61.	Migrant Workers Network (Jaringan Buruh Migran (JBM))	1.2, 1.3	Indonesia
62.	Ministry of Foreign Affairs	1.1	Indonesia

³ Different organization, not the same as K-SPSI: Confederation of All Indonesian Trade Union



63.	Ministry of Health	1.2	Indonesia
64.	Ministry of Manpower	1.1	Indonesia
65.	Ministry of Social Affairs		Indonesia
66.	Ministry of Women's Empowerment and Child Protection	2.4	Indonesia
67.	National Agency for Protection of Indonesia Migrant Worker (Badan Perlindungan Pekerja Migran Indonesia (BP2MI))	1.1, 1.4, 3.1	Indonesia
68.	National Commission for Violence against Women (Komnas Perempuan)	2.4	Indonesia
69.	National Human Rights Commission	3.3	Indonesia
70.	National Statistics Office (Bappenas)	1.2, 3.2	Indonesia
71.	Perkumpulan Damar	1.1, 1.4, 2.3, 3.1	Indonesia
72.	Perempuan Timur	1.1, 1.4, 3.1	Indonesia
73.	Protection House of Women and Children (Rumah Perempuan dan Anak (RPA))	1.1, 1.4, 3.1	Indonesia
74.	Pusat Pengembangan Sumberdaya Wanita (PPSW)		Indonesia
75.	Village Government Gebang Ilir, Kec Gebang	1.1, 1.4, 3.3	Indonesia
76.	Village Government Gebang Kulon, Kec Gebang	1.1, 1.4, 3.3	Indonesia
77.	Village Government Melakasari, Kec Gebang	1.1, 1.4, 3.3	Indonesia
78.	Village Government Gembongan Mekar, Kec Babakan	1.1, 1.4, 3.3	Indonesia
79.	Village Government Serangwetan, Kec Babakan	1.1, 1.4, 3.3	Indonesia
80.	Village Government Gembongan, Kec Babakan	1.1, 1.4, 3.3	Indonesia
81.	Village Government Wiyong, Kec Susukan	1.1, 1.4, 3.3	Indonesia
82.	Village Government Tangkil, Kec Susukan	1.1, 1.4, 3.3	Indonesia
83.	Village Government Kedondong, Kec Susukan	1.1, 1.4, 3.3	Indonesia
84.	Women's Solidarity (Solidaritas Perempuan)	1.3, 1.4	Indonesia
85.	Yayasan Banati		Indonesia
86.	Yayasan Embun Pelangi	1.4, 2.3	Indonesia
87.	Yayasan Kalyanamitra	1.4, 2.3	Indonesia
88.	Yayasan Sapa (SAPA Institute)	2.3	Indonesia
89.	CARE International in Lao PDR	1.1, 1.4, 3.3	Lao PDR
90.	Lao Federation of Trade Unions (LFTU)	1.4, 3.3	Lao PDR
91.	Ministry of Labour Social Welfare (MOLSW)	1.2, 3.3	Lao PDR
92.	Village Focus International (VFI)	11.1, 1.4, 3.3	Lao PDR



93.	AMMPO	1.2, 1.3	Malaysia
94.	Asia Pacific Institute for Broadcasting Development (AIBD)	1.2	Malaysia
95.	Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (MAPO)	1.1	Malaysia
96.	LeadWomen	2.4.2	Malaysia
97.	Malaysia Bar Council	1.4	Malaysia
98.	Malaysian Employers Federation (MEF)	1.2	Malaysia
99.	Malaysian Trades Union Congress (MTUC)	1.3, 1.4	Malaysia
100.	Ministry of Human Resources (MOHR)	1.2	Malaysia
101.	Ministry of Women, Family and Community Development	2.1	Malaysia
102.	North South Initiative	1.2, 1.4, 3.1	Malaysia
103.	Onyx Charity Association of Selangor (Project Liber8)	3.3	Malaysia
104.	PERTIMIG	1.2, 1.3, 1.4, 3.3	Malaysia
105.	Persatuan Sahabat Wanita Selangor (PSWS)	1.4	Malaysia
106.	Tenaganita	1.4	Malaysia
107.	Women's Aid Organization (WAO)	2.4	Malaysia
108.	An international media house ⁴	1.2	Myanmar
109.	Confederation of Trade Unions of Myanmar (CTUM)	1.4	Myanmar
110.	Future Light Center / Foundation for Education and Development (FED)	1.2, 1.4	Myanmar
111.	Gender Equality Network		Myanmar
112.	Kachin State Women Committee		Myanmar
113.	Mawk Kwon	1.4	Myanmar
114.	Myanmar Parliament	1.1	Myanmar
115.	Ministry of Labour, Immigration and Population	1.1, 1.2	Myanmar
116.	Ministry of Social Welfare, Relief and Resettlement <ul style="list-style-type: none"> • Department of Social Welfare 		Myanmar
117.	Samaritan's Purse	1.2, 1.4	Myanmar
118.	Women's Organisations Network of Myanmar (WON)	2.3, 2.4	Myanmar
119.	Asian Institute of Communication and Journalism (AICJ)	1.2	Philippines
120.	Ateneo Working Group on Migration (WGM)	1.1, 1.2, 3.1, 3.3	Philippines

⁴ Due to security concerns, SAF has been requested by this partner not to reveal its name in public documents



121.	Bacolod City OFW Family Circle	1.4	Philippines
122.	Bago Aplaya OFW Family Circle	1.4	Philippines
123.	Batis Center for Women Incorporated	2.3	Philippines
124.	Coalition Against Trafficking in Women – Asia Pacific	2.3	Philippines
125.	Center for Migrant Advocacy (CMA)	1.4, 2.3	Philippines
126.	Commission on Filipinos Overseas (CFO)	1.2.1	Philippines
127.	Commission on Human Rights		Philippines
128.	Connected Women	1.4	Philippines
129.	Dao Overseas Workers Association (DOWA)	1.4	Philippines
130.	Deca Tigatto OFW Family Circle	1.4	Philippines
131.	Department of Foreign Affairs (DFA)	1.4, 2.4	Philippines
132.	Department of Labor and Employment - Institute of Labor Studies (DOLE-ILS) ⁵	1.1	Philippines
133.	Department of Migrant Workers (DMW)	1.1, 1.2, 1.4	Philippines
134.	Department of Social Welfare and Development (DSWD)		Philippines
135.	Development Action for Women Network (DAWN)	2.3	Philippines
136.	Dumangas OFW Family Circle Federation	1.4	Philippines
137.	Employers Confederation of the Philippines (ECOP)	1.2	Philippines
138.	Engadin Corporation	2.3	Philippines
139.	Famdev	1.4	Philippines
140.	Federation of Free Workers		Philippines
141.	Federation of Leganes OFW and Families	1.4	Philippines
142.	Federation of OFWs Negros Occidental	1.4	Philippines
143.	Hagonoy OFW Family Circle	1.4	Philippines
144.	Institute of Politics and Governance	2.2	Philippines
145.	Interagency Committee on International Migration Statistics (IACMS)	1.2, 3.3	Philippines
146.	Interagency Council Against Trafficking (IACAT)	2.1	Philippines
147.	Iloilo City Local Government (Iloilo LGU)	1.1	Philippines
148.	Kaakbay ng mga OFW at Pamilya sa Iloilo (KOMI)	1.4	Philippines

⁵ SAF partners with DOLE at multiple levels – at ACMW level, SAF is supporting DOLE with an ASEAN public campaign on safe migration; at national level, SAF and DOLE collaborate on multiple interventions. At provincial/regional level, SAF also partners with the Department of Labor Region 6 under output 1.2



149.	Kaagapay	1.4	Philippines
150.	Kagkalinwa OFW Federation	1.4	Philippines
151.	Labor Education and Research Network (LEARN)	1.3, 1.4, 3.3	Philippines
152.	Lawyers Beyond Borders Philippines, Inc.	2.1	Philippines
153.	Likhaan Center for Women's Health Inc.	2.3	Philippines
154.	Manapla OFW Family Circle	1.4	Philippines
155.	Manila International Airport Authority		Philippines
156.	Migrants Coordinating Group in Western Visayas (MCG-WV)	1.2, 1.3, 1.4	Philippines
157.	Migrant Forum in Asia	1.2	Philippines
158.	Mindanao Migrants Center for Empowerment and Advocacy Inc (MMCEAI)	2.4	Philippines
159.	Ministry of Labor and Employment (MOLE) <ul style="list-style-type: none"> • Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) 	1.1	Philippines
160.	Murcia OFW Family Circle	1.4	Philippines
161.	National Association for Sikolohiyang Pilopino (NASPI) / National Association for Filipino Psychology	2.3	Philippines
162.	National Economic Development Authority (NEDA)	1.1, 1.2, 1.4	Philippines
163.	Negros Occidental Province Local Government Unit	1.4	Philippines
164.	Overseas Workers Welfare Administration (OWWA) ⁶ <ul style="list-style-type: none"> • National Reintegration Center for OFWs (OWWA-NRCO) 	1.1	Philippines
165.	Piapi Muslim Association	1.4	Philippines
166.	Piapi Blvd OFW Family Circle	1.4	Philippines
167.	Para sa Sining Collaboratory Inc.	2.1	Philippines
168.	Philippine Association of Service Exporters, Inc (PASEI)	1.2	Philippines
169.	Philippine Commission on Women		Philippines
170.	Philippine Migrant Health Network (PMHN)	1.1, 1.2, 3.3	Philippines
171.	Philippine Migrants Rights Watch (PMRW)	1.2, 1.4	Philippines
172.	Philippine Overseas Employment Administration (POEA) – Labour Market Development Bureau	1.2	Philippines
173.	Philippine Statistics Authority (PSA)	1.2, 3.3	Philippines

⁶ SAF has implementing agreements with OWWA, both at national level, and also at regional level (Region 7).



174.	Pinay Careworkers Transnational (PINAY)	1.3	Philippines
175.	Public Services International (PSI) • Public Services Labor Independent Confederation (PSLINK)	1.3	Philippines
176.	Quezon City Local Government Unit (QC LGU)	1.3, 1.4	Philippines
177.	San Juan OFW Family Circle	1.4	Philippines
178.	Starville OFW, Migrants and Families Association	1.4	Philippines
179.	SENTRO	1.3, 1.4	Philippines
180, 181 & 182	Sub-Committee on International Migration & Development (SCIMD) • SCIMD Region 5 • SCIMD Region 6 • SCIMD Region 7	1.1	Philippines
183.	Tabaco City Local Government Unit	1.4	Philippines
184.	Talikala, Inc.	2.2	Philippines
185.	Talubo OFW Federation	1.4	Philippines
186 & 187.	Technical Education and Skills Development Authority ⁷ (TESDA) • TESDA National Capital Region (NCR) • TESDA Region 7	1.2, 1.4	Philippines
188.	Trade Union Congress of the Philippines (TUCP-PGEA)	1.3	Philippines
189.	United Domestic Workers of the Philippines (UNITED)	1.3	Philippines
190.	University of the Philippines College of Mass Communication	3.3	Philippines
191.	United OFW Panaboans	1.4	Philippines
192.	Wadwahni Foundation	1.2	Philippines
193.	Women's Legal and Human Rights Bureau (WLB)	2.3	Philippines
194.	Women and Gender institute (WAGI) of Miriam College	2.4	Philippines
195.	Western Visayan Migrants, OFWs and Families Credit Cooperative (WV MOFCC)	1.4	Philippines
196.	ASEAN Confederation of Employers (ACE)	1.2	Regional
197.	ASEAN Committee to Implement the Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW)	1.1, 3.3	Regional
198.	ASEAN Commission on the Promotion and Protection of the Rights of Women and Children	2.1	Regional

⁷ SAF has the following implementing agreements with TESDA - TESDA national capital region (NCR), and TESDA Region 7.



	(ACWC)		
199.	ASEAN Committee on Women (ACW)	2.1	Regional
200.	ASEAN Secretariat	2.1	Regional
201.	ASEAN SOGIE Caucus	3.1	Regional
202.	Athika	1.2, 3.1	Regional
203.	Business for Social Responsibility (BSR)	2.4	Regional
204.	Centre for Domestic Employees (contracted through National Trades Union Congress, Singapore) (CDE)	1.4	Regional
205.	Chulalongkorn University College of Public Health	3.1	Regional
206.	Edge Effect	3.1	Regional
207.	Foreign Domestic Workers' Association for Social Support and Training (FAST)	1.4	Regional
208.	Global Rights for Women	2.1	Regional
209.	Humanitarian Organization for Migration Economics (HOME)	1.4	Regional
210.	International Domestic Workers' Federation (IDWF)	1.2, 1.3, 1.4	Regional
211.	Justice Without Borders (JWB)	1.2, 3.1	Regional
212.	Monash University		Regional
213.	Mekong Migration Network (MMN)		Regional
214.	Middlesex University		Regional
215.	Our Journey	1.2	Regional
216.	Public Service International-Asia Pacific (PSI-AP)	1.3	Regional
217.	Quilt.ai	3.1	Regional
218.	Sidekick	3.3	Regional
219.	Association for the Promotion of the Status of Women	2.4	Thailand
220.	Employers' Confederation of Thailand (ECOT)	1.2	Thailand
221.	Foundation for Labour Employment Promotion (FLEP)	2.3	Thailand
222.	Foundation for Women		Thailand
223.	Global Alliance Against Traffic in Women - International Secretariat (GAATW-IS)	1.2	Thailand
224.	Mae Sot Hospital	2.3	Thailand
225.	MAP Foundation	2.3	Thailand
226.	Mekong Region Law Center (MRLC)	2.1	Thailand



227.	Migrant Women Project	2.3	Thailand
228.	Migrant Workers' Rights Network	1.4	Thailand
229.	Ministry of Justice	2.1	Thailand
230.	Ministry of Labour		Thailand
231.	• Department of Labour Protection and Welfare (DLPW)	1.2	
&	• Department of Employment (DOE)		
232.	• Department of Skill Development		
233.	Ministry of Public Health	1.4	Thailand
234.	Ministry of Social Development and Human Security (MSDHS)	2.1	Thailand
	• Department of Women Affairs and Family Development		
235.	National Human Rights Commission of Thailand	3.1	Thailand
236.	Office of Attorney General - Department of children and family		Thailand
237.	Peaceway Foundation (PF) / Migrant Working Group (MWG)	1.4	Thailand
238.	Raks Thai Foundation (RTF)	1.4	Thailand
239.	Rights Beyond Border (RBB)	3.2	Thailand
240.	State Enterprise Workers' Relations Confederation (SERC)	1.4	Thailand
241.	Thailand Development Research Institute (TDRI)	1.2	Thailand
242.	World Vision Foundation of Thailand	1.4	Thailand
243.	Winrock International		Thailand
244.	Centre for Gender, Family and Community Development (GFCD)		Viet nam
245.	Center for Studies and Applied Sciences in Gender - Family - Women and Adolescents (CSAGA)		Viet Nam
246.	Centre for Women and Development, Peace House Shelter		Viet Nam
247.	Communist Party of Viet Nam - Central Economic Commission	1.1	Viet Nam
248.	General Statistics Office	1.2, 3.2	Viet Nam
249.	Institute for Social Development Studies (ISDS)	2.3	Viet Nam
250.	Ministry of Foreign Affairs	1.4, 2.1	Viet Nam
	• International Cooperation Department		
251.	Ministry of Justice	2.1	Viet Nam
252.	Ministry of Labour - Invalids and Social Affairs (MOLISA)	1.1	Viet Nam
	• Department of Overseas Labour (DOLAB)		



253.	Ministry of Public Security	2.1	Viet Nam
254.	National Institute of Vocational Education and Training	1.1	Viet Nam
255.	Viet Nam Academy of Social Science		Viet Nam
256.	Viet Nam Women's Union	3.2	Viet Nam

* engaged through the National Forum to Combat Trafficking in Cambodia (UNODC)



Spotlight Initiative

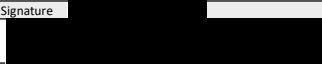
List of equipment / vehicles / remaining major supplies and its end-use upon completion of the Spotlight Initiative programme

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



No.	Item description	Agency	Agency reference, if any	No. of units	Total cost in USD	Notes:	
Retained in ILO office (items higher 1000 dollars)							
	1 PERSONAL COMPUTERS, DESKTOP Latitude 5430i5	ILO Jakarta, Indonesia	ILO Jakarta, Indonesia	2	\$ 2,570.00	Retained at ILO as per EU approval	
	2 PERSONAL COMPUTERS, DESKTOP Latitude 5430	ILO Bangkok, Thailand	ILO Bangkok, Thailand	4	\$ 4,648.00	Retained at ILO as per EU approval	
	3 PERSONAL COMPUTERS, DESKTOP Latitude 7480	ILO Bangkok, Thailand	ILO Bangkok, Thailand	7	\$ 7,574.42	Retained at ILO as per EU approval	
	4 PERSONAL COMPUTERS, DESKTOP Latitude 5430	ILO Bangkok, Thailand	ILO Bangkok, Thailand	1	\$ 1,158.00	Retained at ILO as per EU approval	
Subtotal					14	\$ 15,950.42	
Retained in ILO office (items lower 1000 dollars)							
	1 PERSONAL COMPUTERS, DESKTOP Dell 24 Monitor- P2419H	ILO Bangkok, Thailand	ILO Bangkok, Thailand	9	\$ 1,657.80	Retained at ILO as per EU approval (The price of item per unit is USD184.20). Hence it is included here under USD 1000 items.	
	2 OVERHEAD PROJECTORS	ILO Kuala Lumpur, Malaysia	ILO Kuala Lumpur, Malaysia	1	\$ 284.23	Retained at ILO as per EU approval. There is a slight change in the total value of the item and SAF contribution which is much lesser than what was reported. (SAF contribution was USD45.48)	
	SECURITY AND SAFETY EQUIPMENT: BKK/KL/TK- Purchase of Satellite Phone (MYR3400)	ILO Kuala Lumpur, Malaysia	ILO Kuala Lumpur, Malaysia	1	\$ 837.54	Retained at ILO as per EU approval. There is a slight change in the total value of the item and SAF contribution which is much lesser than what was reported. (SAF contribution was USD134.01)	
	4 Logitech Conference Cam Connect	ILO Kuala Lumpur, Malaysia	ILO Kuala Lumpur, Malaysia	1	\$ 517.35	Retained at ILO as per EU approval. There is a slight change in the total value of the item. SAF contribution is same as what was reported earlier. (SAF contribution was USD103.47)	
	5 XS Lav Mobile, Lavalier Microphone for Smart Devices	ILO Kuala Lumpur, Malaysia	ILO Kuala Lumpur, Malaysia	1	\$ 66.70	Retained at ILO as per EU approval	
Subtotal					13	\$ 3,363.62	
Disposed items							
	1 PERSONAL COMPUTERS, DESKTOP Latitude 7480	ILO Hanoi, Viet Nam	ILO Hanoi, Viet Nam	1	\$ 1,052.40	The item was broken	
Subtotal					1	\$ 1,052.40	
Transferred / donated to SBMI							
	1 PERSONAL COMPUTERS, DESKTOP Latitude 7480	ILO Jakarta, Indonesia	ILO Jakarta, Indonesia	1	\$ 1,052.40	Transferred to partner on 22 March 2024	
Subtotal					1	\$ 1,052.40	
Transferred / donated to KSBSI							
	1 PERSONAL COMPUTERS, DESKTOP Latitude 7480	ILO Jakarta, Indonesia	ILO Jakarta, Indonesia	1	\$ 1,052.40	transferred to partner on 20 March 2024	
Subtotal					1	\$ 1,052.40	
Transferred / donated to Persatuan Sahanat Wanita Selangor Office							
	1 PERSONAL COMPUTERS, DESKTOP Latitude 7480	ILO Kuala Lumpur, Malaysia	ILO Kuala Lumpur, Malaysia	2	\$ 2,164.12	Transferred to partner on 8 Sept 2023	
Subtotal					2	\$ 2,164.12	
Transferred / donated to Thai Binh ESC							
	1 PERSONAL COMPUTERS, DESKTOP Latitude 5430	ILO Hanoi, Viet Nam	ILO Hanoi, Viet Nam	1	\$ 1,158.00	Transferred to partner on 10 March 2023	
Subtotal					1	\$ 1,158.00	
Transferred / Donated to DOLAB							
						Note	

Screen (a set including a smart screen Sony 43 inch: S/N: P-12518209-A 1 and a mini PC kit Intel NUC I3 - S/N G6PA2390004L)	ILO Hanoi, Viet Nam	ILO Hanoi, Viet Nam	1	\$	1,331.57	Transferred to partner on 13 November 2022
Subtotal			1	\$	1,331.57	
Transferred / Donated to UNITED-United Domestic Workers of the Philippines						Note
1 PERSONAL COMPUTERS, DESKTOP Latitude 7480	ILO Manila, Philippines	ILO Manila, Philippines	1	\$	1,052.40	Transferred to partner on 23 February 2024
Subtotal			1	\$	1,052.40	
Transferred / Donated to EB Magalona OFW Federation						Note
1 PERSONAL COMPUTERS, DESKTOP Latitude 7480	ILO Manila, Philippines	ILO Manila, Philippines	1	\$	1,052.40	Transferred to partner on 23 February 2024
Subtotal			1	\$	1,052.40	
Transferred / Donated to MRC Tabaco						Note
1 PERSONAL COMPUTERS, DESKTOP Latitude 5430	ILO Manila, Philippines	ILO Manila, Philippines	1	\$	1,559.73	Transferred to partner on 23 February 2024
Subtotal			1	\$	1,559.73	
Transferred / Donated to Federation of OFW Family Circle Talisay Cty Negros Occidental						Note
1 PERSONAL COMPUTERS, DESKTOP Latitude 5430	ILO Manila, Philippines	ILO Manila, Philippines	1	\$	1,559.73	Transferred to partner on 23 February 2024
Subtotal			1	\$	1,559.73	
Transferred / Donated to Village Focus International						Note
1 PERSONAL COMPUTERS, DESKTOP Latitude 5430	ILO Vientiane, Laos	ILO Vientiane, Laos	1	\$	1,158.00	Transferred to partner on 7 November 2022
2 PERSONAL COMPUTERS, DESKTOP Latitude 7480	ILO Vientiane, Laos	ILO Vientiane, Laos	1	\$	1,082.06	Transferred to partner on 17 July 2018
Subtotal			2	\$	2,240.06	
Transferred / Donated to Ministry of Labour and Social Welfare						Note
1 PERSONAL COMPUTERS, DESKTOP Latitude 7480	ILO Vientiane, Laos	ILO Vientiane, Laos	1	\$	1,082.06	Transferred to partner on 17 July 2018
Subtotal			1	\$	1,082.06	
Transferred / Donated to Lao Federation of Trade Unions						Note
1 PERSONAL COMPUTERS, DESKTOP Latitude 5430	ILO Vientiane, Laos	ILO Vientiane, Laos	1	\$	1,158.00	Transferred to partner on 28 October 2022
Subtotal			1	\$	1,158.00	
Transferred / Donated to TKPSI						Note
1 PERSONAL COMPUTERS, DESKTOP Latitude 7480	ILO Yangon, Myanmar	ILO Yangon, Myanmar	1	\$	1,052.40	Transferred to partner on 20 Oct 2023
Subtotal			1	\$	1,052.40	
Transferred / Donated to Future Light Centre						Note
1 PERSONAL COMPUTERS, DESKTOP Latitude 7480	ILO Yangon, Myanmar	ILO Yangon, Myanmar	1	\$	1,052.40	Transferred to partner on 20 Oct 2023
Subtotal			1	\$	1,052.40	
Transferred / Donated to Director of Provincial Department of Labour and Vocational Training of Kampong Thom						Note
1 PERSONAL COMPUTERS, DESKTOP Latitude 7480	ILO Phnom Penh, Cambodia	ILO Phnom Penh, Cambodia	1	\$	1,404.65	Transferred to partner on 19 March 2024
Subtotal			1	\$	1,404.65	
Total			45	\$	40,338.76	

	Name of representative	Date	Signature
RUNO 1	Ms. Panudda Boonpala, Deputy Regional Director	16/05/2024	

List of equipment / vehicles / remaining major supplies and its end-use upon completion of the Spotlight Initiative programme

Programme: Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region (EU-UN Spotlight Initiative)

No.	Item description	Agency	Agency reference, if any	No. of units	Total cost in USD	Notes:
Retained in UNW offices						
1	Laptop Lenovo ThinkPad X390	UNWROAP	UNW ROAP (APA30:00000000704/APA30:00000000706/APA30:00000000712)	3	\$ 3,810.00	The equipment will be retained by UNW for PROTECT
2	Laptop DELL LATITUDE E5290	UNW Thailand	UNW Thailand (Asset number APA30:00000000603)	1	\$ 1,044.87	The equipment will be retained by UNW for PROTECT
Subtotal				4	\$ 4,854.87	
Disposed at the end of item lifetime. Will be retained in UNW offices						
		Agency		No of units		Note
1	Laptop Lenovo IdeaPad 320S-43IKB (2 units)	UNW Philippines	UNW Philippines (Asset number :APA30:00000000580; APA30:00000000578)	2	\$ 3,301.88	Lifetime is over 5 years. Waiting for the donor approval to be retained in UNW
2	Latitude 5310 CTO 4Ci (1 unit)	UNW Philippines	UNW Philippines (Asset number: APA30:00000001003)	1	\$ 1,359.26	Lifetime is over 5 years. Waiting for the donor approval to be retained in UNW
3	Laptop DELL LATITUDE E5290	UNW Myanmar	UNW Myanmar (Asset number MMR30:00000000015/MMR30:00000000018)	2	\$ 2,543.70	Lifetime is over 5 years. Waiting for the donor approval to be retained in UNW
4	Laptop DELL LATITUDE E5290	UNW Indonesia	UNW Indonesia (Asset number IDN30:00000000020; IDN30:00000000021)	2	\$ 2,709.46	Lifetime is over 5 years. Waiting for the donor approval to be retained in UNW
5	Laptop Dell Latitude E7270	UNW Cambodia	UNW Cambodia (Asset number APA30:00000000986 /APA30:00000000987)	2	\$ 2,150.00	Lifetime is over 5 years. Waiting for the donor approval to be retained in UNW
6	Laptop Dell Latitude 7280	UNW Vietnam	UNW Vietnam (Asset number VNM30:00000000045/VNM30:00000000046)	2	\$ 3,178.70	Lifetime is over 5 years. Waiting for the donor approval to be retained in UNW
7	Laptop DELL LATITUDE E5290	UNW Thailand	UNW Thailand (Asset number APA30:00000000586)	1	\$ 1,271.85	Lifetime is over 5 years. Waiting for the donor approval to be retained in UNW
8	Laptop DELL LATITUDE E5290	UNWROAP	UNW ROAP (Asset number APA30:00000000501 /APA30:00000000504)	2	\$ 2,756.48	Lifetime is over 5 years. Waiting for the donor approval to be retained in UNW
Transferred to Child Helpline Cambodia (CHC)						
1	Laptop Dell Inspiron 3511 Silver Core i7	UNW Cambodia	Child Helpline Cambodia (CHC) (Asset number : JFRYVJ3 EX42312837711)	1	\$ 1,219.90	
Subtotal				1	\$ 1,219.90	
Transferred to Women's Legal and Human Rights Bureau Philippines						
1	Laptop Lenovo Ideapad Slim 5	UNW Philippines	Women's Legal and Human Rights Bureau Philippines (WLB) (Asset number : MP21R99RR)	1	\$ 1,272.00	
Subtotal				1	\$ 1,272.00	
RUNO 3						
RUNO 4						
etc.						

Guidance (delete prior to submission)**Reference**

As per Article 9 of the General Conditions of the contract, Agencies are required to report on the end use of assets/equipment/major supplies purchased under the programme.

This template, Annex F that will be part of the final narrative report of each programme, serves as the form to report on such end handling.

Transfers to local beneficiaries & partners is the main manner of handling assets/equipment.

The transfer process itself and transfer documentation follows standard rules and regulations of each Agency.

Documentary proof of transferring the assets does not have to be presented along with this Annex F in the final report. However, Agencies are required to retain documentation on file accordingly.

In limited circumstances where the Agency(ies) want to retain the asset/equipment, due to reasonable justifications, and/or want to transfer the item into another programme, an up-front written approval by the EC must be given.

This request should be consulted with the EU Delegation before a written approval by the EC is sought through the SI Secretariat.

Instructions

One form should be submitted for the entire programme, i.e. joint submission by all implementing agencies.

Only items with the purchase value of 1,000 USD or more should be included. Items of lower value below 1,000 USD do not need to be included.

Add a name and type (CSO, government, etc.) of the receiving partner/beneficiary entity in each section in the blue line, i.e. Transferred to entity "A" (CSO). As several RUNOs can work with the same partner, the sheet is categorized by partner and not by RUNO.

For assets/equipment that is no longer in use /has gone out of its lifetime (i.e. decommissioned laptop, for instance), report on it accordingly as well.

Indicate respective RUNO under "Agency" under each relevant partner.

Under "item description", indicate the type of equipment, make, details & any basic specifications.

For "agency reference", indicate any needed tag numbers / asset tracking numbers in use by the agency, if any. For ease of tracking.

For "total costs in USD", indicate the purchase price of the item. If there are more items of the same type, indicate the number of units in the No. of units field and indicate the total price for all items combined (not one unit only) in the field Total costs in USD.

Calculate the sub-total costs of assets transferred under each section / receiving entity, and a full total at the end of the sheet.

Add as many lines and sections as needed.

Submission

A preliminary version of this Annex is expected to be submitted by the programme team along with the preliminary final narrative report.

However, as some equipment / assets / supplies / vehicles will be handled at the end point of the programme or even after the end date, the final version of this Annex is expected to be submitted by the members of the programme closure working group in the following months after the end date of the programme. Upon completion of the full, finalized Annex, have it signed by all RUNO representatives.

Cleared by:

(Cristiano Oltoni-Regional Operations Manager)

Approved by:

Alia El-Yassir, Regional Director

ANNEX G1: Media References to Knowledge Products

This annex supports the SAF Final Report detailing the press/media references to SAF’s knowledge products.

SAF has actively pursued opportunities to increase international attention to the situation of women migrant workers and their positive contributions to their countries of destination and origin, by being featured in the media, promoting SAF knowledge products, and pitching opinion pieces to national, regional and international publications. Through campaign and media outreach, the programme made 117 media references to the content of SAF knowledge products on women migrant workers.

	Title of article	Knowledge product	Link	Language	Date
1	South China Mornig Post “What do Asians really think of migrant workers? You might be shocked”		https://www.scmp.com/week-asia/opinion/article/3042453/what-do-asians-really-think-migrant-workers-you-might-be-shocked	English	18/12/2019
2	Devdiscourse “Backlash against migrant workers in Asia-Pacific sparks slavery concerns”		https://www.devdiscourse.com/article/international/789156-backlash-against-migrant-workers-in-asia-pacific-sparks-slavery-concerns	English	18/12/2019
3	Thomson Reuters “Backlash against migrant workers in Asia-Pacific sparks slavery concerns”		http://news.trust.org/item/20191218093906-eq3ht/	English	18/12/2019
4	MSN News “What do Asians really think of migrant workers? You might be shocked”		https://www.msn.com/en-my/news/other/what-do-asians-really-think-of-migrant-workers-you-might-be-shocked/ar-BBY6bYf?srcref=rss	English	18/12/2019

5	MSN News “Public support for migrant workers going down, says survey”		https://www.msn.com/en-my/news/national/public-support-for-migrant-workers-going-down-says-survey/ar-BBY7irf?li=AAaD1A0	English	18/12/2019
6	The One World News “Just 1 in 4 here sees need for migrant workers despite labour shortage”		https://theoneworldnews.com/asia/just-1-in-4-here-sees-need-for-migrant-workers-despite-labour-shortage/	English	19/12/2019
7	Free Malaysia Today “ILO releases dismal report on Malaysian attitudes towards migrants”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.freemalaysiatoday.com/category/nation/2019/12/19/ilo-releases-dismal-report-on-malaysian-attitudes-towards-migrants/	English	19/12/2019
8	The Star Online “Public support for migrant workers in M’sia, S’pore and Thailand decreasing”		https://www.thestar.com.my/business/business-news/2019/12/19/public-support-for-migrant-workers-in-m039sia-s039pore-and-thailand-decreasing	English	19/12/2019
9	Free Malaysia Today “Public support for migrant workers going down, says survey”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.freemalaysiatoday.com/category/nation/2019/12/18/public-support-for-migrant-workers-going-down-says-survey/	English	18/12/2019

10	The Sun Daily	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.thesundaily.my/local/mtuc-questions-disbursement-of-rm200m-funds-MX1808871	English	20/12/2019
11	Malaysiakini “Bridging the gap – Steps to make migrant workers safe”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.malaysiakini.com/news/503891	English	17/12/2019
12	Free Malaysia Today	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.freemalaysiatoday.com/category/bahasa/2019/12/19/rakyat-malaysia-masih-berpersepsi-negatif-terhadap-pekerja-asing-kata-laporan-ilo/	Bahasa Malaysia	19/12/2019
13	AsiaNews “Migrant workers in Asia perceived as a cause of crime and poverty”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	http://asianews.it/news-en/Migrant-workers-in-Asia-perceived-as-a-cause-of-crime-and-poverty-48855.html	Italian, English, Chinese and Spanish	18/12/2019
14	The Strait Times “Backlash against migrant workers in Asia-Pacific sparks slavery concerns”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.straitstimes.com/asia/se-asia/backlash-against-migrant-workers-in-asia-pacific-sparks-slavery-concerns	English	18/12/2019

15	Business Insider “Over half of Singaporeans see migrant workers as ‘cultural threat’, and 3 in 4 think there’s no need for them”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.businessinsider.sg/over-half-of-singaporeans-see-migrant-workers-as-cultural-threat-and-3-in-4-think-theres-no-need-for-them-ilo-and-un/	English	19/12/2019
16	Mothership “52% of S’poreans feel migration causes crime rate to go up: Survey”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://mothership.sg/2019/12/singapore-survey-migrant-workers/	English	19/12/2019
17	The New Paper “Singaporeans hold positive attitudes towards migrant workers: Survey”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.tnp.sg/news/singapore/singaporeans-hold-positive-attitudes-towards-migrant-workers-survey	English	19/12/2019
18	The Strait Times “Just 1 in 4 here sees need for migrant workers despite labour shortage”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.straitstimes.com/singapore/manpower/just-1-in-4-here-sees-need-for-migrant-orkers-despite-labour-shortage	English	19/12/2019
19	The Strait Times “Survey flags attitudes to migrant labour”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.straitstimes.com/singapore/survey-flags-attitudes-to-migrant-labour	English	19/12/2019

20	The Strait Times “Most support having better working conditions for maids”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.straitstimes.com/singapore/manpower/most-support-having-better-working-conditions-for-maids	English	19/12/2019
21	Today “New survey finds fewer Singaporean employers view foreign domestic workers positively than in 2010”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.todayonline.com/singapore/new-survey-finds-fewer-singaporean-employers-view-foreign-domestic-workers-positively-2010	English	19/12/2019
22	Yahoo News Singapore “1 in 2 Singaporeans think migrant workers increase crime rates, harm society: ILO-UN poll”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://sg.news.yahoo.com/1-in-2-singaporeans-think-migrant-workers-increase-crime-rates-harm-society-iloun-poll-054639734.html	English	19/12/2019
23	Bangkok Post “Migrant workers remain largely unaccepted: Study”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.bangkokpost.com/opinion/opinion/1818604/migrant-workers-remain-largely-unaccepted-study	English	18/12/2019
24	Chiang Rai Times “Backlash against migrant workers in Asia-Pacific sparks slavery concerns”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.chiangraitimes.com/featured/backlash-against-migrant-workers-sparks-human-slavery-concerns/	English	19/12/2019

25	Bangkok Post “Backlash against migrant workers sparks slavery concerns”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.bangkokpost.com/thailand/general/1819019/backlash-against-migrant-workers-sparks-slavery-concerns	English	18/12/2019
26	VTV News “Di cư là vấn đề mang tính Quốc tế” [Migration is an international issue]	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://vtv.vn/video/van-de-hom-nay-18-12-2019-411260.htm	English	18/12/2019
27	“1 in 4 Respondents See Need for Migrant Workers, ILO Survey”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.asiax.biz/news/52541/	Japanese	19/12/2019*
28	"The Lived Experiences of Female Migrant Domestic Workers" BFM 89.9 (The Business Station)	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.bfm.my/podcast/the-bigger-picture/live-learn/iwd2020-the-lived-experiences-of-female-migrant-domestic-workers	English	6/3/2020
29	“Bridging the Gap – Steps to Make Migrant Workers Safe”		https://headtopics.com/my/bridging-the-gap-steps-to-make-migrant-workers-safe-10184359	English	17/12/2019*
30	“Unfavorable Attitude towards Migrant Workers Seen in ASEAN Countries”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.apdnews.com/e-world/976340.html	English	18/12/2019*

31	"Just 1 in 4 Sees Need for Migrant Workers"	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.youtube.com/watch?v=GXSLd8SDRXg	English	19/12/2019*
32	"Attitudes towards Migrant Workers in Singapore: Just 1 in 4 Sees Need for Migrant Workers Despite Labour Shortage"	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://ifonlaysiaingaporeans.blogspot.com/2019/12/attitudes-towards-migrant-workers-in.html	English	20/12/2019*
33	"Foreign Workers: For Better or for Worse?"	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.unscrambled.sg/2020/01/04/the-dive-foreign-workers-for-better-or-for-worse	English	4/1/2020
34	"Over Half of Singaporeans See Migrant Workers as 'Cultural Threat', and 3 in 4 Think There's No Need for Them: ILO and UN"	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	http://www.mekongmigration.org/?p=7882	English	6/1/2020
35	"COVID-19 and Women Migrant Workers in ASEAN"		https://www.aidsdatahub.org/resource/policy-brief-covid-19-and-women-migrant-workers-asean	English	1/6/2020
36	"The Compounding Impacts of COVID-19 on Migrant Workers Across Asia (Pt 1)"		https://www.ihrb.org/focus-areas/migrant-workers/covid19-migrant-workers-overview	English	22/7/2020

37	“Migrant Workers in Thailand at Risk of Abuse Amid Economic Slowdown”		https://www.aseantoday.com/2020/07/migrant-workers-in-thailand-at-risk-of-abuse-amid-economic-slowdown	English	15/8/2020
38	“Pandemic Prejudice – COVID-19 and Discriminatory Attitudes Towards Migrant Workers (Pt 3)”		https://www.ihrb.org/focus-areas/non-discrimination/covid19-migrant-workers-discrimination	English	29/7/2020
39	“New issue ‘People's Attitudes toward Immigrant Workers in Japan, Malaysia, Singapore, and Thailand’: Results of Awareness Survey on Foreign Workers in Four Asian Countries, including Japan: While Acknowledging Productive Contributions, Still Favorable Situations I Can't Say”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://iss.ndl.go.jp/books/R000000004-I030408775-00?locale=en&ar=4e1f	Japanese	12/7/2020
40	“Attitudes of the General Public Towards Migrant Workers in Japan, Malaysia, Singapore and Thailand [Executive Summary]”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	http://www3.keizaireport.com/report.php/RID/409522/	Japanese	25/3/2020

41	Work & Life Magazine (Bimonthly periodical published by the Japan Association for Advancement of ILO Activities.)			Japanese	1/3/2020
42	“Singapore Must Rethink How It Treats Migrant Workers”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://asia.nikkei.com/Opinion/Singapore-must-rethink-how-it-treats-migrant-workers	English	8/5/2020
43	“Public Attitudes Towards Migrant Workers in Asia”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://bkktribune.com/public-attitudes-towards-migrant-workers-in-asia/	English	31/10/2020
44	“IWD2020: The Lived Experiences of Female Migrant Domestic Workers”	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.bfm.my/podcast/the-bigger-picture/live-learn/iwd2020-the-lived-experiences-of-female-migrant-domestic-workers	English	6/3/2020
45	“EU-ILO-UN Women Join Forces to Organize a Campaign ‘Spotlight on Generation Equality’ Encourage ‘New Generation’ to Create Equality – Eliminating		https://www.khaosod.co.th/advertorial/news/5532578	Thai	15/12/2020

	Violence against Women Migrant Workers”				
46	“EU-ILO-UN Women Join Forces to Organize a Campaign ‘Spotlight on Generation Equality’ Encourage ‘New Generation’ to Create Equality – Eliminating Violence against Women Migrant Workers”		https://www.khaosodenglish.com/sponsored/2020/12/15/eu-ilo-un-women-join-forces-to-organize-a-campaign-spotlight-on-generation-equality-encourage-new-generation-to-create-gender-equality-eliminating-violence-against-women-m/	English	15/12/2020
47	CNN Philippines. "How this Helpline Is Assisting Filipinas in Crisis," 24 Sept 2021.		<u>Print Media</u>	English	24/9/2021
48	COVID-19 and the Myth of the “Dirty Foreigner: in Malaysia*	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://covid-19chronicles.cseas.kyoto-u.ac.jp/post-061-html/	English	18/9/2020
49	Southeast Asia Migrant Workers among Most Affected by Pandemic	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.bloomberg.com/news/videos/2021-03-19/southeast-asia-migrantworkers-among-most-affected-by-pandemicvideo	English	19/3/2021

50	Unfavorable attitude towards migrant workers seen in ASEAN countries	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.chinesetimes-laos.com/item/19/1218/axkcczd68e8bf335d990bc.html	English	n/a
51	Foreign workers lack pathway to citizenship in Singapore	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://lkyspp.nus.edu.sg/gia/article/foreignworkers-lack-pathway-to-citizenship-in-singapore	English	5/1/2021
52	How neglecting migrant workers has exacerbated Thailand's COVID crisis	<i>Public attitudes towards migrant workers in Japan, Malaysia, Singapore and Thailand</i>	https://southeastasiaglobe.com/migrant-workersthailand/		
53	OIT alertó sobre discriminación por género a migrantes asiáticos	<i>A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South-East Asia</i>	https://www.prensa-latina.cu/2022/09/01/oit-alerto-sobre-discriminacion-por-genero-a-migrantes-asiaticos	Other	1/9/2022
54	New UN Survey on Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South-East Asia	<i>A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and</i>	https://www.miragenews.com/new-un-survey-on-migrant-workers-with-diverse-847446/	English	1/9/2022

		<i>Expression in South-East Asia</i>			
55	New UN Survey on Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South-East Asia	<i>A Very Beautiful but Heavy Jacket</i>	https://foreignaffairs.co.nz/2022/09/01/mi-osi-ngos-new-un-survey-on-migrant-workers-with-diverse-sexual-orientation-gender-identity-and-expression-in-south-east-asia	English	1/9/2022
56	New UN Survey on Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South-East Asia	<i>A Very Beautiful but Heavy Jacket</i>	https://www.publicnow.com/view/BD59F9D04C4C41B33176DDE291DFC106F9BC2516	English	1/9/2022
57	Une étude de l'ONU note que la migration peut bénéficier aux travailleurs LGBTQIA+	<i>A Very Beautiful but Heavy Jacket</i>	https://www.temoignages.re/social/droits-humains/une-etude-de-l-onu-note-que-la-migration-peut-beneficier-aux-travailleurs-lgbtqia,105098?page=type_urls	Other	5/9/2022

58	South-East Asia: Experiences of LGBTI Migrant Workers	<i>A Very Beautiful but Heavy Jacket</i>	https://podcasts.apple.com/hk/podcast/south-east-asia-experiences-of-lgbti-migrant-workers/id473165502?i=1000579418789	English	16/12/2022
59	South-East Asia: Experiences of LGBTI Migrant Workers	<i>A Very Beautiful but Heavy Jacket</i>	https://joy.org.au/worldwidewave/2022/09/14/south-east-asia-experiences-of-lgbti-migrant-workers/	English	14/9/2022
60	South-East Asia: Experiences of LGBTI Migrant Workers	<i>A Very Beautiful but Heavy Jacket</i>	https://player.fm/series/world-wide-wave-2478624/south-east-asia-experiences-of-lgbti-migrant-workers	English	14/9/2022
61	Govt Teams Up with Stakeholders to Make Migration Safer	<i>Making Women Migrant Workers Count: Sex Disaggregation of Labour Migration Statistics in ASEAN 2019 Data</i>	<u>Print Media</u>	English	20/9/2022
62	A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South-East Asia	<i>A Very Beautiful but Heavy Jacket</i>	https://policycommons.net/artifacts/2680644/a-very-beautiful-but-heavy-jacket/		

63	Experts Make Recommendations to Support Women Migrant Workers	<i>Regional Study on Women Migrant Workers in the Laws and Policies of ASEAN Member States</i>	https://vietnamnews.vn/society/1395779/experts-make-recommendations-to-support-women-migrant-workers.html	English	15/11/2022
64	New UN Survey on Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South-East Asia	<i>A Very Beautiful but Heavy Jacket</i>	https://ethicalmarketingnews.com/new-un-survey-on-migrant-workers-with-diverse-sexual-orientation-gender-identity-and-expression-in-south-east-asia	English	5/10/2022
65	South-East Asia: Experiences of LGBTI Migrant Workers	<i>A Very Beautiful but Heavy Jacket</i>	https://www.ivoox.com/en/south-east-asia-experiences-of-lgbti-migrant-workers-audios-mp3_rf_92410902_1.html	English	14/09/22
66	South-East Asia: Experiences of LGBTI Migrant Workers	<i>A Very Beautiful but Heavy Jacket</i>	https://www.ivoox.com/en/labour-migration-and-diverse-gender-identities-audios-mp3_rf_99962287_1.html	English	16/12/2022
67	จากเมียนมาร์ถึงไทย: ‘แรงงานข้ามชาติ LGBTQ’ ยังคงเปราะบางเมื่อ ‘ต้นทุน’ และ ‘โรงงาน’ ไม่ใช่ที่ปลอดภัย	<i>A Very Beautiful but Heavy Jacket</i>	https://prachatai.com/journal/2022/12/10/1884	Thai	15/12/2022
68	South-East Asia: Experiences of LGBTI Migrant Workers	<i>A Very Beautiful but Heavy Jacket</i>	https://podcasts.apple.com/hu/podcast/labour-migration-and-diverse-gender-identities/id1548510943?i=1000590375558	English	14/9/2022

69	Safe and Fair and Edukasyon.ph Wrap Up International Women's Month Celebration with "Ang Mama Kong BiyaHero" Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://piliptomirror.com/safe-and-fair-philippines-and-edukasyon-ph-wrap-up-international-womens-month-celebration-with-ang-mama-kong-biyahero-campaign/	English	4/4/2022
70	Official Links Rise in Index Crimes to Relaxed Restrictions	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	Print media article		
73	"Ang Mama Kong BiyaHero" Campaign Ends International Women's Month Celebration	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.sunstar.com.ph/article/1927480/manila/local-news/safe-and-fair-philippines-edukasyonph-wrap-up-international-womens-month-celebration-with-ang-mama-kong-biyahero-campaign	English	6/4/2022
74	Safe and Fair Philippines and Edukasyon.ph Wrap Up International Women's Month Celebration with "Ang Mama Kong BiyaHero" Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.facebook.com/624096384605370/photos/a.624127754602233/1648667942148204/?type=3&theater	English	31/3/2022

75	Safe and Fair Philippines and Edukasyon.ph Wrap Up International Women's Month Celebration with "Ang Mama Kong BiyaHero" Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.facebook.com/travellingintandem/posts/504371257836320	English	04/04/22, 04/06/22
76	Safe and Fair Philippines and Edukasyon.ph Wrap Up International Women's Month Celebration with "Ang Mama Kong BiyaHero" Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://philippinedaily.com/uncategorized/safe-and-fair-philippines-and-edukasyon-ph-wrap-up-international-womens-month-celebration-with-ang-mama-kong-biyahero-campaign/	English	4/3/2022, 4/4/2022
77	Safe and Fair Philippines and Edukasyon.ph Wrap Up International Women's Month Celebration with "Ang Mama Kong BiyaHero" Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.facebook.com/inews.ph.official/posts/5643366669026617	English	12/4/2022
78	Online Campaign Spotlights Plight of Female OFWs	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://backendnews.net/online-campaign-spotlights-female-ofws/	English	3/4/2022

79	Safe and Fair Philippines, Edukasyon.ph Wrap Up International Women's Month Celebration with "Ang Mama Kong BiyaHero" Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.sunstar.com.ph/article/1927480/manila/local-news/safe-and-fair-philippines-edukasyonph-wrap-up-international-womens-month-celebration-with-ang-mama-kong-biyahero-campaign?fbclid=IwAR3TcDfsVV_5IbhQA8Vs8Wy_IvDxDjDpeeRboavnis_qt04loDh9gVOAvU	English	27/4/2022
80	Women "Heroes" in Anti-violence Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.manilatimes.net/2022/11/27/news/women-heroes-in-anti-violence-campaign/1867956	English	27/11/2022
81	VAW Survivors Back <i>Babaeng BiyaHero</i> Campaign	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://manilastandard.net/news/314285293/vaw-survivors-back-babaeng-biyahero-campaign.html	English	6/12/2022
82	Women OFWs Bravely Speak Up to End Violence against Women	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.gmanetwork.com/lifestyle/news/95486/women-ofws-bravely-speak-up-to-end-violence-against-women/story	English	29/11/2022

83	Empowering Voices, Empowering Choices: Women OFWs call to end Violence Against Women (VAW); hosted by UN Women Philippines – Safe and Fair Programme	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://businessmirror.com.ph/2022/11/29/empowering-voices-empowering-choices-women-ofws-call-to-end-violence-against-women-vaw-hosted-by-un-women-philippines-safe-and-fair-programme/	English	29/11/2022
84	Women OFWs Call to End VAW	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://punto.com.ph/women-ofws-call-to-end-vaw/	English	29/11/2022
85	Nov 25 is Intl Day for the Elimination of Violence Against Women	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.msn.com/en-ph/news/other/nov-25-is-intl-day-for-the-elimination-of-violence-against-women-new-day/vi-AA14wFMr	English	25/11/2022
86	Nov 25 is Intl Day for the Elimination of Violence against Women	16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence	https://www.cnnphilippines.com/videos/2022/11/25/Nov.-25-is-Intl.-day-for-the-elimination-of-violence-against-women.html	English	25/11/2022
87	ยังมีผู้หญิงที่ถูกทิ้งไว้ข้างหลัง 'แรงงานข้ามชาติในไทย' ต้องเจอกับอะไรบ้าง? (There Are Women Who Are Left Behind: What	<i>Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand</i>	https://www.facebook.com/brandthink.me/posts/pfbid06ecTPHaL8k6ei5Q96UW5pdiiWm5dKb5A4cKLNWN4WceAgmDYfbfo1wuucJ1qBR5I	Thai	8/3/2022

	Challenges Do Women Migrant Workers in Thailand Face?				
88	Lễ công bố Hướng dẫn dành cho cơ quan đại diện Việt Nam ở nước ngoài về hỗ trợ công dân Việt Nam bị bạo lực trên cơ sở giới và bị mua bán (Announcement Ceremony of Guidelines for Overseas Vietnamese Representative Missions on Supporting Vietnamese Citizens Experiencing Gender-based Violence and Trafficking)	<i>Guidelines on Gender-sensitive Investigation of Cases of Experiencing GBV and Human Trafficking</i>	https://baoquocte.vn/le-cong-bo-huong-dan-danh-cho-co-quan-dai-dien-viet-nam-o-nuoc-ngoai-ve-ho-tro-cong-dan-viet-nam-bi-bao-luc-tren-co-so-gioi-va-bi-mua-ban-209596.html	English	25/11/2022
89	ThaiPBS			Thai	8/3/2022
90	Bangkok Post			English	8/12/2022
91	Bangkok Post			English	25/5/2022
92	Bangkok Post			English	26/9/2022
93	Ethical Marketing News			English	10/5/2022
94	Vientiane Times			English	20/9/2022
95	Eat Bulaga			Filipino	6/4/2022
97	Cebu Business Week			English	18/4/2022

98	Mindanao Times "Migrant workers get a raw deal"			English	4/4/2022
99	Bangkok Post "New UN survey on migrant workers with diverse sexual orientation, gender identity and expression in South-East Asia"		https://www.bangkokpost.com/opinion/opinion/2259927/migrant-workers-get-a-raw-deal	English	2/7/2022
100	Mekong Migration Network	<i>A Very Beautiful but Heavy Jacket: The Experiences of Migrant Workers with Diverse Sexual Orientation, Gender Identity and Expression in South-East Asia</i>	https://mekongmigration.org/?p=20804	English	9/1/2022
101	La langue française "Nowhere is safe: LGBTQ migrant workers still face discrimination in Thailand"		https://www.lalanguefrancaise.com/dictionnaire/definition/orientation-sexuelle	Other	N/a
102	Pracha Thai	Launch gender-responsive Indonesian migrant workers (PMI) service and protection provision guideline	https://prachataienglish.com/node/10163	English	4/01/22023

103	Antara News	Launch gender-responsive Indonesian migrant workers (PMI) service and protection provision guideline	Gov't unveils gender-responsive migrant workers' protection guideline - ANTARA News	English	30/3/2022
104	National reintegration Center for OFWs - NRCO	Full Cycle Reintegration and Financial Training Programme for OFWs in Singapore	https://m.facebook.com/story.php?story_fbid=pfbid02Dp4exJdW3ke1rsWxs31vEQ1UAxvxn8G7PY3DyEg9ropdr1LQ319FL9oNF2WbPit9I&id=100064782276986&mibextid=Nif5oz	English	9/10/2023
105	Atikha Cycle Reintegration & Financial Planning Training Program Launch	Athika's Financial Literacy Training Manual	https://fb.watch/nlW4loT3hU/?mibextid=Nif5oz	Other	29/9/2023
106	Vientiane Times	Launch of Precarious Pathway Report	Uploaded clipping here: https://drive.google.com/file/d/1gNM0XaAOvDuthBK-y41NivL1YH0sjfz6/view?usp=sharing	English	31/8/2023
107	Thai Enquirer	Launch of Precarious Pathway Report	https://www.thaienquirer.com/50595/ilo-report-highlights-challenges-faced-by-lao-migrant-workers-and-calls-for-safer-migration/	English	31/8/2023

108	Facebook: Vientiane Times	Launch of Precarious Pathway Report	https://www.facebook.com/vientianetimesonline/posts/pfbid037UEt9rJgzKwxtdD8myFHGdrsKGHrMcCaSy4ehmXxq5bdRHjwmf4ERyD7pJuErxLGI	English	31/8/2023
109	Vientiane Times	Launch of Precarious Pathway Report	https://vientianetimes.la/sub-new/Feature/Feature_ILO169_23.php?fbclid=IwAR3sy77Z_F39i7b9crp7_szmVMvBenO-O_OVSNXD8GNcVd3ibrGQT4xK0S0	English	31/8/2023
110	thoidai Vietnam times	Launching workshop for wider dissemination of the SOP in providing support and referral to essential services for survivors of violence and human trafficking overseas	https://thoidai.com.vn/ra-mat-tai-lieu-ve-ho-tro-cho-phu-nu-la-nan-nhan-bi-bao-luc-mua-ban-ra-nuoc-ngoai-187923.html	Vietnamese	28/6/2023
111	ANTV	Launching workshop for wider dissemination of the SOP in providing support and referral to essential services for survivors of violence and human trafficking overseas	https://antv.gov.vn/xa-hoi-4/ra-mat-tai-lieu-ve-ho-tro-cho-phu-nu-la-nan-nhan-bi-bao-luc-mua-ban-ra-nuoc-ngoai-851DBC9AC.html	Vietnamese	29/6/2023

112	Que Huong	Launching workshop for wider dissemination of the SOP in providing support and referral to essential services for survivors of violence and human trafficking overseas	https://scov.gov.vn/dong-bao-vnon/tin-cong-dong/ra-mat-tai-lieu-ve-ho-tro-cho-phu-nu-la-nan-nhan-bi-bao-luc-mua-ban-ra-nuoc-ngoai.html	Vietnamese	29/6/2023
113	ctxhvaqbt	Launching workshop for wider dissemination of the SOP in providing support and referral to essential services for survivors of violence and human trafficking overseas	https://ctxhvaqbte.hanoi.gov.vn/ra-mat-tai-lieu-huong-dan-quy-trinh-cach-thuc-ho-tro-chuyen-tuyen-dich-vu-cho-phu-nu-bi-bao-luc-mua-ban-o-nuoc-ngoai/	Vietnamese	30/6/2023
114	baothaibinh	Athika's Financial Literacy Training Manual	https://baothaibinh.com.vn/tin-tuc/14/183167/phong-ngua-rui-ro-tai-chinh-cho-lao-dong-di-lam-viec-tai-nuoc-ngoai?zarsrc=30&utm_source=zalo&utm_medium=zalo&utm_campaign=zalo	Vietnamese	13/9/2023

115	NewsWires	One Data on International Migration	https://www.einnews.com/pr_news/651258373/ilo-and-statistics-indonesia-strengthen-the-capacity-of-inter-ministerial-for-one-data-indonesia-on-international-migration	English	
116	Pikiran Rakyat	One Data on International Migration	https://portalmajalengka.pikiran-rakyat.com/nasional/pr-837025363/program-satu-data-migrasi-internasional-ilo-dan-bps-adakan-penguatan-kapasitas-lintas-kementerian	Bahasa Indonesia	
117	Dailyklik	One Data on International Migration	https://www.dailyklik.id/2023/08/22/ilo-dan-bps-menguatkan-kapasitas-lintas-kementerian-untuk-program-sdmi/	Bahasa Indonesia	

ANNEX G2: Campaign and Outreach Activities

This annex supports the SAF Final Report **Output 3.3**.

Table 1: Details of awareness-raising, campaign and outreach activities under SAF at the Regional-level listed in chronological order between 2018–2023.	
Regional-Level Campaign and Outreach Activities	
2018	<p>SAF advocated for the inclusion of WMWs' experiences of violence within the <i>Regional Commemoration for the International Day for the Elimination of Violence against Women</i> and the launch of the <i>annual 16 Days of Activism against GBV</i> (25 November–10 December). The 2018 theme “#HearMeToo: End Violence against Women and Girls” reflected the unprecedented global and regional mobilization behind #MeToo and other movements. Safe and Fair recommended WMWs' issues be featured in Thailand's “E-Quality Talks” where Thai activists and survivors of violence delivered powerful and personal stories with a focus on working to EVAWG. Among other “storytellers” at the event, Ms. Watcharapon “Sia” Kukaewkasem, a migrant women's rights advocate and social worker, participated. The storytellers emphasized that VAW is a crisis that requires important conversations across society, aiming to change the idea that violence is normal, acceptable, excusable, or should be silenced.</p>
2018–2023	<p>The <u>ASEAN/WE STRIVE Campaign to End Gender-Based Workplace Exploitation</u> (2018–2023), in collaboration with the ACWC, together with IOM and Chulalongkorn University, as part of the continuous efforts to accelerate the implementation of the ASEAN Regional Plan of Action on Elimination of Violence Against Women. The campaign focused on VAW in the world of work and have increased the understanding of both anti-trafficking and VAW among ASEAN country representatives and key partners while also building capacity on application of Communication for Development. The campaign was strategically developed through series of meetings in 2018 including the “<i>Regional Meeting on Changing Attitudes and Behavior towards Women Migrant Workers in ASEAN</i>” and ACWC's “<i>Planning Workshop for the Development of a Regional ASEAN Campaign on EVAW and anti-TIP</i>”.</p> <p>Rolled out in 2020, #HelpsHere1300 social media package was rolled out as part of the first phase of the campaign, in partnership with IOM, a social media package was developed in Khmer, Myanmar, Lao, Thai and English to guide WMWs who experienced abuses to the relevant support services offered by the government entities and NGOs in Thailand, including the ones from the national 1300 Social Assistance Centre with 24/7 interpretation service. The social media reached 8,148 online audience.</p>
2019	<p>Decent Work in Southeast Asia: A Debate on Inclusiveness and Equality for Migrant Workers as part of the Asia-Pacific Forum on Sustainable Development (APFSD) in March 2019, the EU, Thailand's Ministry of Labour, ILO and UN Women joined hands to organize this side event to elaborate a roadmap of empowering WMWs who experienced violence and trafficking in their labour migration across ASEAN. More than 50 people attended this side event. The event was also live</p>

	streamed through Facebook, with 1,600 Facebook users watching the live-streamed video, among 4,588 users reached. ¹
2019	A documentary screening of <i>The Man Who Mends Women</i> , about Nobel Peace Prize winner Dr Denis Mukwege, who treated women survivors of sexual violence in conflict. SAF’s exhibition “Extraordinary Women, Journeys out of the Ordinary” – launched in 2019 – was also presented during the screening event to illustrate women who overcame the barriers and challenges they encountered during the migration experience. The exhibition also represented the voices of WMWs to ensure that violence against WMWs is addressed. The event was attended by 150 people and reached an online audience of 3,058 through social media. As a result, the audience were better informed about women’s labour migration and the prevalence of risks of violence in the migration cycle.
2019	A side event “ 25 years after Beijing: Promising practices and successful measures in enhancing safe migration for women workers in ASEAN ” in the framework of the <i>Asia-Pacific Ministerial Conference on the Beijing+25 Review</i> in 2019. SAF organized the side event, drawing attention to safe migration of WMWs in the ASEAN region. During the side event, good practices and lessons learned in relation to women migration and VAW were shared among participants from the government entities, recruitment agencies, frontline service providers and women activists. SAF also used this momentum to launch its new study, Mobile Women and Mobile Phones: Women Migrant Workers’ Use of Information and Communication Technologies in ASEAN . The live streaming of this event attracted over 1,300 users via UN Women Asia and the Pacific’s Facebook page.
2020	SAF’s social media advocacy initiatives for <i>International Domestic Workers Day</i> throughout June 2020 to promote the rights of domestic workers and the violence they often face especially, under the impact of COVID-19. Furthermore, the messages also targeted employers of domestic workers to stress the importance of respecting the rights of domestic workers. The social media initiative reached 7,877 Facebook users and gained 6,501 impressions on Twitter.
2020	In conjunction with the <i>World Day against Trafficking in Persons</i> , SAF produced infographics with a call to action to bring awareness to the issue of prevention and risks of trafficking, as well as to advocate for the systems that protect women migrant workers against violence and trafficking. The infographics were published on social media platforms throughout the week of the World Day against Trafficking in Persons and reached 6,051 Facebook users and gained 14,970 impressions on Twitter.
2020–2021	A story series “ Lives on the Frontline: Reaching Women Migrant Workers Amid the COVID-19 Pandemic ” was launched in 2020–2021. In conjunction with the <i>16 Days of Activism against GBV</i> , in 2020 SAF promoted the essential role of the frontline service providers, including CSOs and MRCs by launching the story series “Lives on the Frontline”. The series consisted of 16 stories of frontline service providers who had been supporting WMWs, especially those who have experienced violence, aiming to increase awareness of ensuring the availability of quality services for women migrant workers during the pandemic. The online launch event, with participation by the EU Delegation from Brussels, was joined by frontline service providers who were featured in the story series. The story series had 15,196 Facebook reach and 8,201 Twitter impressions. In 2021, SAF continued the campaign to disseminate these stories via a website and social media, gaining 14,281 Facebook reach and 32,779 Twitter impressions.

¹ The term “reach” was defined here as the number of Facebook users who have seen the content. The APFSD figures were counted in the overall total figure for regional social media outreach.

2021	In contributing to the global Generation Equality Forum, SAF actively engaged in the <i>Asia-Pacific Regional Dialogue</i> 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.
2021	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, attracted 7,000 audiences. The event was organized to commemorate the <i>16 Days of Activism against GBV</i> campaign. During the event, government representatives shared the key outcomes across ASEAN on policy/legal frameworks, access to justice, evidence-based data gathering to support EVAW and changes in social norms about VAW. Those included the projects supported by SAF, such as the Indonesia protocol for handling cases of GBV and TIP of Indonesian WMWs during COVID-19; the 3rd Cambodia NAPVAW; and the Philippines Babayang Biyahero Campaign.
2021	In the lead-up to <i>International Women's Day</i> , SAF produced a human-interest story, as part of SAF's initiative to better acquainted the public with the key SAF messages regarding WMW rights and VAWMWs through various outreach opportunities. The story draws 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 AIAfrican. It reached a wider online audience of 1,481 on Facebook and registered 2,016 impressions on Twitter.
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". 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.
2021	IDWF Exchange Programme organized an Online Film Screening and Discussion " Help Is on the Way " in 2021, in collaboration with Filmotor, the producer of the Help Is on the Way (HIOTW) documentary. More than 200 people watched the documentary through the online link distributed by SAF. At the in-person film screening held on March 28, 2021, 69 people attended the discussion (58 women, 11 men) on 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.
2021	In the fourth <i>ASEAN-EU Cooperation and Scholarship Day</i> , a virtual event, “ You Go Girl! ” was hosted by the EU (12–13 August). SAF showcased the programme and encouraged youth to partake in mitigating negative stereotypes against 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. Around 227 participants who joined SAF events enhanced their awareness and knowledge of the WMWs’ situation in the ASEAN region, including violence against WMWs.
2021	<p>In its continued effort to foster positive attitudes and behaviours towards WMWs, SAF designed a participatory workshop titled “The Youth Perspective: Cross-border Forum,” which was a collaborative and creative platform to exchange knowledge and experience in solving the problems related to negative 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 were required to support WMWs. A total of 56 youth leaders from these three countries, including those from youth-led organizations and WMWs, participated in multiple workshops organized from November to December 2021.</p> <p>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.</p>
2021–2023	A series of <u>‘Media Friendly Glossary on Migration’ publication launch</u> and <u>Media Training and Engagement</u> between 2021–2023 to address media mis and disinformation, misrepresentation of WMWs, and perpetuation of stereotypes that can lead to discrimination, mistreatment and violations against WMWs. 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 in 2021. The webinar – <u>Spotlight on Gender-sensitive Reporting in Journalism</u> – 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

	<p>Media-friendly Glossary on Migration: WMWs and Ending Violence against Women (EVAW) Edition.² 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. Online promotion of rights-based terminology attracted 11,437 users on Twitter.</p> <p>At the national level, SAF also supported a media sensitization workshops in Indonesia, Malaysia, Myanmar, the Philippines and Viet Nam to encourage media professionals to promote ethical and responsible reporting on the issues of WMWs in 2022. These workshops led to the production of several news articles and TV documentaries.</p>
2022	<p>SAF collaborated with UNICEF in organizing, together with the Government of Thailand and Asia Foundation, an ASEAN workshop on protecting women and children in the context of migration on 23-26 May. The overarching objective of the workshop was to enhance the exchange of knowledge about women and children in Southeast Asia who are migrating within the region. SAF presented the specific risks of violence and trafficking experienced by WMWs across the migration cycle. In addition, the event ensured the engagement of key stakeholders by presenting good practices and results achieved through the programme, in terms of the enhanced coordination of services in response to VAWM, the policies amended to ensure gender-responsive labour migration, and the generating of up-to-date evidence on VAWMW.</p>
2022	<p>SAF hosted a Multi-country Dialogue on Delivering Services through Migrant Worker Resource Centres: An exchange among Safe and Fair Programme Partners on 20 and 21 June 2022. The dialogue provided a platform for 99 (64 women) national programme advisory committee (NPAC) members and stakeholders from governments, employer and workers organizations, as well as community and non-governmental organizations from Cambodia, Lao People’s Democratic Republic, and Thailand to exchange ideas, share knowledge, experiences, good practices and lessons learnt in delivering services to women and men migrant workers, and their families, through migrant worker resource centres (MRCs). During the dialogue, participants discussed opportunities and challenges in cross-border cooperation, service delivery and referral, and identified areas for future collaboration.</p>
2022	<p>Among the millions of migrant workers who move between countries in South-East Asia and beyond, little is known about the motivations and experiences of migrant workers with diverse sexual orientations, gender identities and gender expression (SOGIE). To fill this gap, Safe and Fair (SAF), in collaboration with Edge Effect, conducted a study which draws on surveys and interviews with 147 migrant workers with diverse sexual orientations, gender identities and gender expressions, exploring their experiences across the migration journey as they travel from countries of origin such as Cambodia, Myanmar, the Philippines and Viet Nam to work in countries of destination in South-East Asia (especially Thailand), East Asia, and beyond. The study, entitled “A very beautiful but heavy jacket: The experiences of migrant workers with diverse sexual orientation, gender identity and expression in South-East Asia,” was launched on 1 September in the Foreign Correspondents Club in Thailand. The launch event brought together journalists and partners to share and discuss the findings and recommendations of the study. Speakers included the key researchers and a migrant worker. The European Union Delegation provided statement of support to the initiative in the spirit of Leave No one Behind (LNOB).</p>

² Available in https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_767998.pdf

2022	<p>The Framework: Prevention of Gender-based Violence and Harassment against Women Migrant Workers in South and Southeast Asia was launched on 17 November 2022. SAF, together with the Governance of Labour Migration in South and South-East Asia (GOALS) programme (implemented by ILO, IOM and UN Women), developed the framework led by UN Women, through consultations with more than 100 stakeholders from governments, CSOs, workers' organizations, and women migrant workers' representatives. The Framework captures the risk factors for gender-based violence and harassment against women across the migration cycle. Building on the evidence-based global prevention "RESPECT" framework issued by WHO and UN Women, the SAF supported framework articulates strategies and stakeholder actions that can accelerate the prevention of gender-based violence and harassment against women migrant workers.</p>
2022	<p>In commemoration of <i>International Migrants' Day</i>, SAF released a podcast titled "Labour migration and diverse gender identities" on 16 December 2022. The podcast brought attention to the labour migration experiences of workers with diverse sexual orientations, gender identities and gender expression (SOGIE), drawing on the key findings of SAF's recent research "A very beautiful but heavy jacket: The experiences of migrant workers with diverse sexual orientation, gender identity and expression in South-East Asia."</p>
2023	<p>As part of the <i>10th Asia-Pacific Forum for Sustainable Development (APFSD)</i>, Safe and Fair (SAF) together with other ILO programmes, and the OHCHR organised a side-event on 28 March that highlighted the importance of multi-sectoral partnerships in championing human rights. The side event focused on SDG 17 partnerships. The experiences, practices and existing models of MRCs in Indonesia, Thailand, and Malaysia to protect and promote the rights of women and men migrant workers and their families were shared. A total of 73 participants from government agencies, the UN system, civil society, and workers' organisations attended the side-event. H.E. Mr. Michalis Rokas, Ambassador and Head of the EU Delegation in Malaysia, provided opening remarks at the event, highlighting the challenges faced by women migrant workers and how the EU together with its partners has been promoting and protecting the rights of women migrant workers.</p>
2023	<p>SAF 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), provided comprehensive information on various aspects of SAF migration to migrant workers. One of the key purposes of these AVPs was to promote awareness of exploitative practices within the region, with emphases on gender, types of occupations, and sectors where migrants were typically employed. The two AVPs, available in 8 languages (English, Bahasa, Burmese, Khmer, Lao, Tagalog, Thai and Vietnamese) were launched on 04 July 2023 at the 2nd ASEAN-EU Dialogue on Safe and Fair Labour Migration, in Boracay Island, the Philippines. The Campaign was led by the Philippines.</p>
2023	<p>The Launch of ASEAN/WE STRIVE Campaign for Ending Gender-Based Workplace Exploitation</p> <p>The second phase was virtually launch on 10 March 2023, as part of the celebration of the International Women's Day, led by Thailand, attended by 97 participants across the ASEAN region. In addition to campaign introduction and briefing on ASEAN WE STRIVE pledging portal, a panel discussion was held in which panellists from ASEAN Secretariat and representatives of private sector companies including signatories of the Women Empowerment Principles shared promising practices and tools to promote a safe workplace culture and to prevent gender-based workplace</p>

exploitation.

CSOs, as well as government, ASEAN bodies and private companies attended the ASEAN/WE STRIVE Campaign for Ending Gender-Based Workplace Exploitation, which took place on Friday, 10th of March via Video Conference. The event, organized by ASEAN and UN Women, highlighted the importance of promoting a safe and healthy workplace for women workers, including women migrant workers. EU and EC representatives were invited and attended the event.

During the ASEAN campaign for Ending Gender-Based Workplace Exploitation, 10 ASEAN and 3 non-ASEAN countries increased their capacity and tools to promote a safe workplace culture and prevent gender-based workplace exploitation. Public companies as well as governments (the event brought together 89 participants from government, civil society, and the private sector across the region, including 18 national entities, 18 CSOs, 11 private sector and 1 from academia) made commitments to end gender-based workplace exploitation in alignment with ILO Convention on Violence and Harassment No 190, CEDAW and ASEAN declarations. During the event, in a panel discussion on advancing inclusive and safe workplaces facilitated by UN Women, panelists from ASEAN secretariat and private sector companies shared promising practices and tools to promote a safe workplace culture and prevent gender-based workplace exploitation. The campaign is a result and a direct action following the recommendations from the mid-term review of the ASEAN Regional Plan of Action on the Elimination of Violence against Women. The launch of the campaign is a result of years of work, as UN Women, together with ILO and partners, have been working closely with ASEAN and the private sector on the campaign launch to achieve this important result. Supporting documentation including participants registration report is attached.

Table 2: *Details of awareness-raising, campaign and outreach activities under SAF at the Country-level listed in chronological order between 2018–2023.*

Country-Level Campaign and Outreach Activities

Table 2A: Cambodia

2019–2022	<p>SAF organized a series of radio talks and activities with the Women’s Media Centre of Cambodia (WMC) since 2019. The 14 radio episodes in the series between 2019–2021 including the sixth-month awareness-raising and media campaign conducted in 2022 in partnership with CHC resulted in 347,642 online reach.</p> <p>The talk series were broadcasted through their Media Centre and its Facebook page. The radio talks addressed issues around sexual harassment and trafficking of WMWs in the world of work as well as returning migrant workers who lost their job and their access to essential services, including reproductive health due to the Covid-19 pandemic. In addition to the radio talks, the sixth-month campaign in 2022 included a public forum, community engagement, as well as infographics and short videos were produced to provide information on non-discrimination against WMWs and service information related to GBV and safe migration.</p>
2020	<p>As part of the <i>16 Days campaign</i>, 3,000 Cambodian participants challenged the belief that women wearing short clothes is an invitation for harassment and engaged men participants as part of solutions to eliminate violence and harassment against women. SAF’s performed outreach activities also included debates and platforms for WMWs and service providers to discuss sexual harassment and to mitigate stereotypes against women. The activity aimed to address the false belief that harassment happens because of the clothes that women wear.</p>
2020	<p>In collaboration with MOWA of Cambodia and a group of artists – SAF, conducted a roundtable discussion under the theme “Increase investments in preventing and responding to gender-based violence against women migrant workers in the context of COVID-19”. The roundtable discussion has reached an estimated 21,600 people.³</p>
2021	<p>MOWA of Cambodia rolled out a social media campaign in 2021, as well as changed the colour of the building of the Ministry to raise awareness about VAW, GBV and to call for coordinated actions to eliminate violence against women and girls. The campaign attracted 16,145 social media users. In addition, the campaign promoted helplines and other services available during the lockdown, which reached 47,052 social media users. SAF also assisted MOWA and a group of artists in conducting a roundtable discussion under the theme “Increase investments in preventing and responding to gender-based violence against women migrant workers in the context of COVID-19”. The roundtable discussion attracted around 21,600 people.⁴</p>

³ Because this is an estimate, it is not counted towards SAF’s results logframe.

⁴ Because this is an estimate, it is not counted towards SAF’s results logframe.

<p>2021– 2022</p>	<p>In partnership with Child Helpline Cambodia (CHC), SAF in Cambodia continued to provide both response and prevention of VAW and VAWMW via innovative approaches, including a mobile application and interactive voice response (IVR) that connects with CHC's Helpline 1280. Through the use of infographics and short videos on non-discrimination against WMWs and information on services related to gender-based violence and safe migration, 298,792 people were reached and engaged through social media platforms. Leaflets on safe migration and VAW were also disseminated during community meetings and outreach activities.</p> <p>SAF also supported CHC to create My Journey app and the promotion of the app through online and offline activities. This app was officially launched in 2021 to commemorate International Migrants Day. The launch reached 96 people, including current and returnee Cambodian WMWs. Along with the community outreach activities, SAF continued promoting the My Journey mobile app – both face-to-face and online – to increase downloads and installations of the app, especially by women migrant workers, their family members and the youth. A TikTok account for the My Journey app was created in 2023, with currently 9,386 Followers and 19.6K Likes.</p> <p>SAF's information, education and communication (IEC) materials have messages that promote positive images of women migrant workers, the positive contributions of women migrant workers, safe migration and GBV information. These IEC materials have also been used by MOWA and provincial Departments of Women's Affairs for their community awareness-raising and training interventions.</p>
<p>2023</p>	<p>My Journey Social Media Campaign</p> <p>UN Women Safe and Fair has been partnership with Child Helpline Cambodia (CHC) to provide both response (Helplines) and prevention violence against women, including women migrant workers, through innovative approaches, including mobile application and interactive voice response (IVR) connects with Helpline 1280.</p> <p>"During this reporting period, Safe and Fair continued to provide financial support the Cambodian Child Helpline (CHC) to promote the My Journey Mobile App via community outreach and social media (Facebook page). There were a total of 20,644 people reached, 23,176 impressions and 3,184 viewed.</p> <p>The promotion of the App using a social media infographic and short videos (2 infographic and 2 short videos) were continued during this reporting period. There were a total of 2,350 copies of My Jourey Mobile App leaflets printed and distributed during the outreach activities in communities, migrant transition as well as during the group counseling session."</p>

<p>2023</p>	<p>Photo Exhibition</p> <p>UN Women SAF has engaged the services of Photographer/Lecturer Charles Fox (Fox) as a Consultant to provide technical expertise for the design and implementation of the Participatory Photography Project with Women Migrant Workers. "To increase their visibility and gain a deeper understanding of women migrant workers' experiences, UN Women Cambodia jointly developed a three-year-long participatory photography project as part of its "Safe and Fair Programme" engaging 28 female migrant workers in and from across Cambodia. Using mobile phones and cloud storage, these women migrant workers documented their lives while keeping their daily routines intact.</p> <p>The photo exhibition consists of a networking event and panel discussion where invited guests can view the photographs and engage with a panel discussion with a private view of invited guests. The exhibition aims at disseminating the finding of the project, which highlight the agency of women in self-expression, reflection, and critical thinking; deepening the understanding of migrant women's lives and experiences, which lend themselves to accessibly communicating those experiences to the wider community; and sharing best practice of community-based dialogs and photography.</p>
<p>2023</p>	<p>Media Glossary Launching and 16 days activism</p> <p>UN Women Safe and Fair commissioned an international consultant to lead the media glossary launching event as well as produce various of communication material for the event. The two events noted to be successful with participation from the EU representative in Cambodia. The EU also wished to have next media glossary event to discuss with youth especially during the International Women day 2024. "Safe and Fair Cambodia hosted two impactful events to unveil the Khmer language version of the Media-friendly Glossary on Migration. The events strategically targeted two key audiences: journalists, writers, and researchers, as well as students of media. The glossary serves as a valuable tool for journalists, researchers, and media practitioners covering women's labour migration and violence against women. These events aligned with the 16 days of activism under the 2023 theme 'Invest to Prevent Violence Against Women & Girls,' with objectives including launching the Khmer language version of the Media-friendly Glossary on Migration, raising awareness and promoting best practices for responsible and ethical reporting of labour migration and violence against women migrant workers, advocating for gender-sensitive language usage by the media and journalists to empower women, especially women migrant workers, and to end stigmatization and acknowledging and highlighting the efforts and financial contributions of women migrant workers for their families and society.</p>

2023	<p data-bbox="332 191 803 222">National Anti-human Trafficking Day</p> <p data-bbox="332 258 1438 657">Through the request from the National Committee for Counter Trafficking (NCCT), Safe and Fair commissioned an international consultant on videography to produce the video and commissioned Charles Fox, the international consultant for participatory photography project to provide technical support. "Following on from the success of the event with Government officials on the 17th of October 2023 presenting the Participatory Photography Project with Women Migrant Workers, we were invited to present the project at the Anti-Human trafficking day on the 12th of December 2023. Safe and Fair discussed a range of possible outcomes for the event. NCCT had asked Srey Mom (project participant / and main protagonist of the video) if members of their team could visit her house to record a video of her for the event. Sreymom informed them that for safeguarding principles she would not want them to film at her home.</p>
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Table 2B: Indonesia	
2019	SAF joined the second <i>ASEAN-EU Cooperation and Scholarships Day</i> at the ASEAN Secretariat in Jakarta. The SAF booth engaged with 500 visitors and raised public awareness of safe and fair migration for WMWs.
2019–2022	<p>In Indonesia, SAF has yearly, consistent campaign activities to mark the <i>16 Days of Activism against GBV</i>:</p> <ul style="list-style-type: none"> • SAF organized an event “Ensuring Safe and Fair Migration for Women Migrant Workers” with six profiles and stories of Indonesian WMWs from the exhibition “Extraordinary Women: Out of the Ordinary” in 2019. The event called for duty-bearers to strengthen gender-responsive approaches to protect WMWs. As part of the event, the SAF’s training module “Coordinated Quality Services for Front-line Service Providers” was introduced to promote WMWs’ rights. The event reached 4,167 audiences both online and offline, including 73 participants who attended in-person event. • In 2020, SAF organized community outreach in six Indonesian villages in three programme areas – Cirebon, Tulungagung and East Lampung – through (1) distribution of information sheets, campaign banners, stickers, face masks with the theme and key messages around WMWs’ rights; (2) organizing a video contest in commemoration of Anti-Violence Against Women Day participated in by villagers and village officials; and (3) collaborating with local radio and TV to hold a talk show about the problems faced by women migrant workers. • In 2021, SAF 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 attracted 142 visitors on site on 18 November as well as online. The exhibition promoted the rights of, and generated awareness regarding, the positive contribution of WMWs to the society and the elimination of violence against Indonesian WMWs. Additionally, SAF continued similar online campaigns with Yayasan SAPA, Mawar Balqis, KPI, Perkumpulan Damar, Yayasan Embun, and Kalyanamitra, reaching out to 26,217 online audiences through videos with key information on violence against WMWs. • In 2022, SAF-supported MRC Cirebon to raise awareness about the trafficking of women migrant workers through a talk show on Radar Cirebon TV (RCTV), one of the largest media networks in Indonesia with broad coverage in several districts. Besides the risks of trafficking that women migrant workers face, the TV talk show discussed the role of MRCs in the prevention of trafficking in persons and called for the local government to join hands to strengthen the protection of women migrant workers. With broad coverage that includes multiple districts of West Java, it is predicted that RCTV can potentially reach 20 million people.
2020	A total of 12,703 members of the Indonesian public were reached by SAF’s regional social media package translated to Bahasa Indonesia. This social media package included a local hotline number that women migrant workers can contact when they need support and services. SAF advocated for advancing support and access to services for Indonesian women migrant workers during the pandemic. A further 3,600 persons were reached via impressions on Twitter as part of social media outreach on mental health issues for women migrant workers. The social media messages

	provided suggestions about how women migrant workers might stay mentally healthy.
2020	SAF distributed 3,000 PPE units and information materials for the prevention of violence against women to the Ministry of Social Affairs of Indonesia. Together with the PPE units, (3,000) copies of SAF Safety Plan were also included to support women migrant workers during the pandemic. Information materials were also distributed through social media. A total of 9,034 Safety Plan impressions were gained on Twitter.
2020	A total of 72 participants and 92 YouTube viewers gained awareness in Indonesia via the webinar: “ 16 Days of Activism: The Launch of the Safety Guideline and Protocol for Women Migrant Workers During COVID-19 ”. The online webinar not only aimed to disseminate the Safety Guidelines but also to increase public awareness on the issues faced by women migrant workers during the COVID-19 pandemic and the importance of eliminating all forms of discrimination and violence against them. The webinar also featured a talk show on eliminating stigma, discrimination and violence against women migrant workers during COVID-19.
2020	SAF advocated for continued and accessible services for Indonesian women migrant workers, especially during the pandemic, by joining the ILO- UN Women Regional Office in promoting the story series “ Lives on the Frontline: Reaching Women Migrant Workers Amid the COVID-19 Pandemic ”, in conjunction with the 16 Days of Activism Against Gender-based Violence. Two stories of frontline workers from Indonesia were promoted to increase awareness about ensuring the availability of quality services for women migrant workers, as well as to recognize the essential role of frontline service providers during the pandemic. The stories were promoted through a website and social media, gaining 2,749 impressions on Twitter.
2020–2022	SAF, in partnership with Kalyanamitra, had initiated the “ Strengthening the Capacity of Villages and Migrant Communities to Prevent and Respond to Violence against Women Migrant Workers and Trafficking ” throughout 2020 to 2022. The intervention aimed at increasing the capacity of the village community to better prevent and respond to GBV and trafficking of WMWs. As part of these efforts, and in conjunction with <i>International Migrants Day</i> , Empowered Voices from the Village: Changing Norms and Addressing Violence against Women Migrant Workers and Trafficking from the Village was launched on 19 December 2022 – attended by 35 participants. The publication presents a collection of stories of change, as documented from the real-life experiences of village administrators and community members. This compilation of stories of change noted the impact of the two-year initiative, serves as a documentation of lessons learned and provides examples for developing similar initiatives in other areas.
2021	In conjunction with <i>International Domestic Workers Day</i> , 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.

	<p>In the lead-up to <i>International Domestic Workers Day</i>, 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.</p>
2021	<p>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.</p> <p>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.</p>
2021	<p>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.</p>
2021	<p>In conjunction with <i>International Migrants Day</i>, 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, in collaboration with the village government and the youth group Karang Taruna. The bazaar not only aimed to provide them with a space to</p>

	sell their products, but also with a place to meet up and exchange knowledge and experiences about migration with each other.
2021	In East Lampung, 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.
2021	SAF-supported MRC Cirebon, 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.
2022	SAF continued to optimize the use of social media to advocate for better awareness of safe migration, VAW and services for women migrant workers in Indonesia. During the reporting period, 1,299 Facebook users were reached and better acquainted with SAF's key messages on safe migration and ending violence against women migrant workers. In partnership with Mawar Balqis, Koalisi Perempuan Indonesia (Indonesia Women's Coalition), and Kalyanamitra, SAF's information materials were disseminated via radio and multiple social media platforms, such as Instagram, Facebook and YouTube. In addition to the netizens reached via social media platforms, SAF's information materials also gained 1,331 impressions and 181 views on YouTube.
2022	A total of 84 migrant workers and their family members were engaged via a community health event for Indonesian migrant workers' children. The event was organized by the SAF-supported MRC Tulungagung at the Tulungagung Manpower Office, in collaboration with Tulungagung Hospital. At the event, information about safe migration, GBV, trafficking in persons, and support services provided by MRC Tulungagung were disseminated. As a result, participants improved their awareness and knowledge of safe migration and GBV.
2022	The SAF-supported MRCs in East Lampung, Cirebon, Blitar and Tulungagung, Indonesia, organized an <u>awareness-raising campaign</u> in March–May 2022, with activities and media outreach being conducted in all four districts. In Blitar and Tulungagung, the SAF-supported MRCs organized bazaars to promote items produced by migrant workers to community members. SAF used these opportunities to engage with community members, potential WMWs and returnees, and to share information about safe migration, violence and harassment, and MRC services. The events also served as a safe space for people to share their experiences and concerns. In addition, a TV talk show was broadcasted by local TV in Cirebon to disseminate information about safe migration and raise awareness about the situation of women migrant workers. Social media platforms, including Instagram, Facebook, TikTok and YouTube were also employed to disseminate safe migration information. During these events, consultations and authoritative information about

	MRC services on safe migration and VAW were also provided reaching a total of 532 people throughout the campaign period.
2022	Along with the launch of the integration of Gender-Responsive MRCs with Government One-Roof Integrated Services Centres (LTSAs) in Tulungagung (March) and Blitar (July), awareness-raising activities were conducted targeting potential women migrant workers and community members. The activities included bazaars to promote migrant workers' products and to disseminate information about MRC services. A video about MRC services was also played to provide information to the participants. Through this activity, 274 people were reached and came away with better knowledge about MRC services. The video introduction to the MRC also gained 256 views.
2022	The MRC in East Lampung, Indonesia, supported by SAF, conducted a multi-stakeholder dialogue " Decent Work for Migrant Workers " to celebrate <i>Labour Day</i> in May. The dialogue facilitated exchanges between 102 participants, which included members of the parliament of East Lampung District, the district government, former and current Indonesian women migrant workers who are members of the Indonesian migrant domestic workers' association PERTIMIG, and migrant workers' family members. The dialogue focused on realizing decent work for migrant workers as well as ensuring a human-centred recovery from the pandemic for migrant workers. The event was a valuable opportunity for policymakers to hear from women migrant workers, who voiced their experiences and aspirations, and to raise awareness of violence against women migrant workers and their conditions of work and living. The dialogue was also broadcasted via Facebook and YouTube .
2022	In commemoration of <i>International Domestic Workers Day</i> , the SAF-supported MRCs in Cirebon and Lampung Timur, to organize public events for community members and potential migrant workers. In Lampung Timur, the event emphasized the need to expedite the legislative process of the Domestic Workers' Bill to ensure better protection for Indonesian migrant domestic workers. In Cirebon, the event discussed the situation of women migrant workers and efforts to strengthen coordinated services. Information about gender-responsive and inclusive services for women migrant workers was also disseminated. In addition, the event provided a platform for women migrant domestic workers to speak up about the positive contribution they make towards social and economic development in both countries of destination and origin. As a result, 105 participants improved their knowledge and perception of women's labour migration and had a better understanding of women migrant workers' positive contributions to society.
2022	In commemoration of the <i>16 Days of Activism against GBV</i> , the SAF-supported MRC Cirebon raise awareness on trafficking of women migrant workers through a <u>talk show</u> on Radar Cirebon TV (RCTV), one of the largest media networks in Indonesia with broad coverage in several districts. Besides the risks of trafficking that women migrant workers face, the TV talk show discussed the role of MRCs in the prevention of trafficking in persons and called for the local government to join hands to strengthen the protection of women migrant workers. With broad coverage that includes multiple districts of West Java, it is predicted that RCTV can potentially reach 20 million people.
2022	In conjunction with <i>International Migrants Day</i> , on 7 December 2022, women migrant workers in Gembongan Mekar village in Cirebon District, supported by MRC Cirebon, raised community awareness about safe migration pathways and services available to migrant workers through plays and dramas. The performance promoted informed decision-making about migration and highlighted that labour migration can become a

	<p>tool to empower women migrant workers when done right. Meanwhile in Thamrin Jakarta, a “Migrant Day Fun Walk” was organized to raise public awareness about trafficking in persons. The event took place on 18 December. SAF information leaflets on safe migration, including MRC-LTSA services, were distributed to the public. A SAF video to promote safe and fair migration to women migrant workers was also played at this outdoor event. The two events reached a combined 1,019 people.</p>
2023	<p>Workshop and dissemination on The Gubernatorial Regulation No 55 of 2022 on the Integrated Response System for Women Victims of Violence and Criminal Offences in Kepulauan Riau Province.</p> <p>During the workshop and dissemination of Gubernatorial Regulation No. 55 of 2022 on the Integrated Criminal Justice System for Women Victims of Violence and Criminal Offences in Riau Islands Province, there was a session on the significance of VAW data towards evidence-based programmes and policies. The speaker at the session was Woro Srihastuti Sulistyningrum, ST, MIDS, Director of Family, Women, Children, Youth, & Sports, National Development Planning Agency. The resource person conveyed the importance of administrative data on violence against women to formulate government policies and programmes. Ideally, regions should have a data collection system for cases of violence against women. However, the central government, in this case, the Ministry of Women's Empowerment, currently has a case data collection system through the SIMFONI system.</p>
2023	<p>Commemoration of the 16 Days of Activism against Gender-Based Violence Understanding Femicide as the Worst Form of Gender-Based Violence Against Women</p> <p>SAF, in collaboration with the National Commission on Violence Against Women, the Police Criminal Investigation Unit for Women and Children Protection, and the Ministry of Women's Empowerment and Child Protection conducted a seminar on "Femicide as an Escalation of Gender-Based Violence". The seminar aims to disseminate Femicide as the most severe form of gender-based violence to a broader realm to the public and the prevention of this matter. This was a follow up activity of the Conference on Femicide, attended by the collaborators in Seoul in October 2023. The seminar aimed: 1) To raise public awareness on femicide by identifying cases of gender-based violence against women that may lead to femicide in Indonesia; 2) To disseminate and introduce the term, concept, and scope of Femicide as the worst form of gender-based violence against women; 3) To build synergy between Law Enforcement Officials and Victim Service Provider Institutions (Government and NGOs); 4) To disseminate the results of the femicide conference (Korea) and what can be adopted in Indonesia moving forwards. The seminar brought together participants of the various institutions, ministries, national women's machinery, police, prosecution, civil society organizations, and national statistics offices working on the 'women's issues, VAW/GBV, criminal justice sector, including media.</p>
2023	<p>16 Days Campaign Activism of Ending Violence Against Women The launch of SAF Program Stories of Change and Talk Show “Preventing Violence against Women Migrant Workers”</p> <p>To commemorate the 16-Day Campaign Activism to Eliminate Violence against Women (25 November-10 December) and International Migrant Day (December 18),</p>

	<p>SAF convened the launch of stories of change and a talk show on December 12, 2023. This activity was a follow up of a Workshop in September 2023, which was conducted to build capacity of implementing partners and impacted communities to craft impactful and persuasive "Stories of Change." The workshop produced 19 stories of change, written by the participants who are implementing partners and communities affected by the SAF program, that portrayed the initiative's impact on the personal and community levels. The launching event aimed to: 1) Disseminate impact stories of the SAF program as perceived by implementing partners and affected communities; 2) Disseminate the promising practices from communities and government to prevent and respond to violence against women migrant workers; 3) Increase public and stakeholder awareness about the importance of preventing and responding to violence against women, including women migrant workers. It brought together participants from government and non-government organisations at national and local level, including labor actors, VAW service providers, recruitment agencies, and communities.</p>
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Table 2C: Lao People’s Democratic Republic	
2019	SAF, together with trade unions and other stakeholders, organized a public <i>International Labour Day</i> event. About 700 people ⁵ visited the booth, which featured SAF. Visitors included migrant workers who picked up leaflets with safe migration information and engaged with SAF staff at the booth to play a Q&A game on violence against women migrant workers.
2019	<p>In conjunction with celebrations of <i>ILO Centenary</i> and <i>55 years of Lao membership to the ILO</i>, a public event was organized in partnership with the Lao Government. Approximately 500 people⁶ were engaged in the event. SAF disseminated information to youth groups on safe migration and VAW. The president of the National Assembly, H.E. Mme Pany Yathotou officially opened the two-day event, which included a panel discussion, drawing competition themed “Hope and future life of women”, Q&A session and games.</p> <p>The panel discussion featured guest speakers from different organizations, which provided information on how to prevent and report violence against women. Guest speakers included representatives from the Ministry of Labor and Social Welfare, the National Commission for Advancement of Women and Mother and Child, ILO, CARE International, and the Association for Development of Women and Legal Education.</p>
2020–2021	<p>SAF supported youth engagement by organizing a series of radio programme between 2020 to 2021 with the Youth Radio Programme “Lao Youth Radio FM 90.0 Mhz”, based in Vientiane and organized in partnership with the LFTU.</p> <p>In 2020, over 3500 listeners in the Lao People’s Democratic Republic has listened to the Youth Radio Programme’s Facebook live broadcast⁷ originally organized to commemorate the 16 Days of Activism. SAF hosted a panel discussion with experts on EVAW and key participants from the EU, ILO, international NGOs, and the government entities. The panel took place on the Youth Radio Programme to encourage youth engagement with ending violence against WMWs and to promote positive attitudes towards WMWs.</p> <p>In 2021, the series conducted in conjunction with the <i>International Domestic Workers Day</i> discussed the contribution of domestic workers and challenges that they faced, including violence, exploitation, and trafficking reached up to 15,615 listeners. While the session on 25 November, covering topics such as the prevention of violence, available services for WMWs, and job opportunities for returnee women migrants aired via Facebook Live, which reached out 18,600 listeners.</p>
2021	SAF continued to raise awareness and promote safe migration among community members in Savannakhet through outreach activities. Up to 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 <i>International Migrants Day</i> by SAF-supported Savannakhet MRC in collaboration with the LFTU and Xaybouly District Authority.
2021	During the reporting period, 610 community members in Bokeo, the Lao People’s Democratic Republic, learned about GBV and its prevention and about available

⁵ Because this number is an estimate, it is not included in the results count.

⁶ Because this number is an estimate, it is not included in the results count.

⁷ Available in https://www.facebook.com/watch/live/?v=293479188774311&ref=watch_permalink

	<p>support for women migrant returnees and survivors of violence. The community outreach and awareness-raising were 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.</p> <p>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. 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.</p>
2022	<p>In commemoration of <i>Labour Day</i>, SAF-supported MRCs in Bokeo, Bolikhamxay and Savannakhet in the Lao People’s Democratic Republic organized a series of community outreach activities to reduce gaps in information about safe and regular migration among community members. In Bolikhamxay, the activities were organized at the vocational training centre and at a fishing bait factory. The activities equipped the participants – students, factory workers and potential migrant workers – with accurate information on safe and regular migration, VAW, trafficking in persons, labour rights and MRC services, as well as the positive contributions of migrant workers, especially women migrant workers, to countries of destination and origin. In Bokeo and Savannakhet, the activity engaged with community members who live along the Mekong River, on the Thai–Lao border. A total of 715 community members were reached and engaged through the activities and had a better understanding of the risks of VAW and trafficking in persons, labour rights and MRC services.</p>
2022	<p>SAF continued to engage with the youth in the Lao People’s Democratic Republic through a series of activities targeting high school students. Young people can influence potential women migrant workers, who are their friends, family members and community members, to encourage them to make informed decisions about their labour migration. Throughout the reporting period, the students developed an understanding about safe migration, migrant workers’ rights, and violence against women migrant workers through participatory activities.</p> <p>This activity was part of an on-going youth engagement effort at the community level in the Lao People’s Democratic Republic, which adopted a participatory approach guided by the communication for development (C4D) principle.</p>

Table 2D: Malaysia	
2019	<p>On <i>International Domestic Workers Day</i>, with support from SAF, SERANTAU co-organized a seminar in collaboration with the IDWF, North-South Initiative, and the Indonesian Embassy in Malaysia. IDWF focused on dissemination of information about domestic work and Convention No. 189., introduced the newly adopted ILO Violence and Harassment Convention, 2019 (No. 190) and mobilized SERANTAU members to participate in online social media campaigns. About 30 WMWs uploaded campaign material on ending gender-based violence to their social media. It is estimated this content received more than 1,000 likes and 20 shares on Facebook.</p> <p>Domestic workers in Malaysia also held a press event in July to raise awareness about the need for new domestic work regulations. The press event was hosted by the IDWF (with SAF funding), together with AMMPO and other networked Indonesian migrant domestic workers groups in the Ke Arah 189 Coalition.</p>
2019	<p>For <i>International Migrants' Day</i>, IDWF contributed to a joint event with the Ke Arah 189 Coalition. The event was attended by 46 migrant workers from Cambodia, Indonesia, Nepal and the Philippines, raising awareness on the importance of Convention No. 189 ratification through cultural performances, and also calling for the Ministry of Human Resources to adopt domestic workers' regulations.</p>
2020	<p>Findings and recommendations from SAF's recent study Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore and Thailand informed the design of the awareness-raising and behaviour change campaign to shift discriminatory social norms and stereotypical behaviours towards women migration workers in Malaysia. The research found that there was limited knowledge about the contributions migrant workers make to destination countries. SAF identified students and youth as a 'swayable group' and starting point to positively influence these behavioural changes. As part of this, SAF's implementation partner – Project Liber8 – strategized the use of the social media platforms (Instagram and Twitter) to engage youth through simulation decision games designed to inform users about the migration process faced by migrant workers. Through a survey conducted on the impact of the simulation game, SAF reached and engaged with 1,610 people online and saw the share of respondents who improved their knowledge, attitudes and behaviour towards the contributions of women migrant workers.</p>
2020–2023	<p>SAF's implementation partner in Malaysia, Project Liber8, strategized the use of social media to engage in youth communities to roll out "Advoc8 On the Road" workshops and campaign in 2020 to 2023.</p> <p>In 2020, the project developed a toolkit on women labour migration in 2020, which were used to guide the student workshops to change discriminatory social norms and stereotypes against migrant workers, especially WMWs. As part of the ongoing "Advoc8 On the Road" campaign, 146 people were reached and engaged by a chatbot with information about violence against women migrant workers, and a series of five virtual workshops with university students on women's labour migration and effective campaigning was also organized, reaching 311 students. As a result, they were better informed about women migrant workers' social and economy contributions to countries of destination and origin, as well as the risks of violence in their migration cycle.</p>

	<p>The “Advoc8 on the Road (University Edition)” campaign in 2021, 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.</p> <p>In 2022, the “Advoc8 on the Road (University Edition)” campaign directly reached and engaged 62 university law students. SAF and Project Liber8 conducted a three-month Advoc8 Legal Affairs programme to increase knowledge of, positive attitudes about and empathy towards WMWs, especially women MDWs, among future law practitioners by fostering strong gender- and trauma-sensitive approaches. The initiatives integrated C4D elements, including participatory approaches aiming to empower the law students, to foster public discussions on WMWs’ issues. The campaign raised a question of whether there were sufficient laws to protect WMWs and provided law students with a platform to propose legal solutions to support WMWs’ rights.</p> <p>Post-workshop surveys showed that students had increased their knowledge of issues related to women 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 create materials by themselves. These campaigns touched on various issues, including the rights of WMWs and gender equality. Those social media campaigns and townhall sessions have reached 1,300 youths by the reporting period in 2023.</p>
2020	<p>SAF through its partner PSWS implemented a two-part International Domestic Workers Day conference involving 64 attendees, including representatives from governments, CSOs, Parliament and trade unions, as well as 24 women migrant workers. Participants discussed the nature of precarious work and its implications for women in the context of the COVID-19 pandemic. The aim was to increase knowledge and understanding of women migrant workers in precarious work, especially domestic workers, and the importance of protecting domestic workers through legislation. PSWS highlighted unequal power relations, lack of recognition and unfair working conditions as some of the factors that contribute to the uncertainty and precarity of women migrant workers, especially domestic workers in Malaysia. PSWS invited an AMMPO leader to outline the vulnerability, insecurity and unpredictability of women migrant workers in domestic work and to bring the voices of women migrant workers to the event.</p> <p>A total of 68 participants (including 20 WMWs) were at the second part of the conference and mapped out an action plan that will address precarious work in Malaysia with the involvement of key stakeholders. Based on government commitments, this workshop aimed to dissect four key tools of action to improve engagement between the government, employers and workers. The four tools seek to address the following topics: Business and Human Rights, Global Supply Chains, Legal Reforms, and Trade Union Organizing in Informal Sectors.</p>

2022	SAF also supported PERTIMIG to develop a documentary on the conditions of MDWs in Malaysia, titled " <u>Rasa dan Asa</u> " ("Flavors and Hopes") was created using mobile phones, by following the lives of Indonesian MDWs during the COVID-19 pandemic in Malaysia. The documentary was screened six times in Malaysia, ⁸ Indonesia, and the United Kingdom, ⁹ reaching 85 art communities, youth, and students, out of over 300 viewers. Leaders of PERTIMIG were able to share their filmmaking experiences at many of the screenings, which also contributed to their efforts to build public support to ensure MDWs' rights.
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⁸ Available in <https://seashorts.org/rasa-dan-asa/>

⁹ Available in <https://www.mimosahouse.co.uk/past-events/2022/6/22/rasa-dan-asa-screening-amp-conversation>

Table 2E: Myanmar	
2019	SAF organized a panel discussion on “ Women migrant workers and their rights ” in the conflict area of Kachin State in collaborating with the Kachin State Women Committee to celebrate <i>Myanmar Women’s Day</i> in 2019. The panel discussion was attended by more than 500 ¹⁰ women, including potential migrants, family members of current migrants, internally displaced women, and local communities, as well as the Kachin State Chief Minister and other government representatives.
2019	On <i>International Labour Day</i> , SAF participated in an event attended by more than 5,000 members of the public (including potential migrant workers, factory workers, community members and public leaders) through an information booth set up at an event organized by the Confederation of Trade Unions of Myanmar. Among the visitors, SAF conducted a perception survey on social norms around women’s labour migration and violence against women with 702 respondents. Results of the survey were compiled to inform campaigning in Myanmar.
2019	<p>On <i>International Domestic Workers Day</i>, SAF conducted an outreach activity for 500 potential migrant workers and migrant returnees and provided information packages on safe migration. To assess the level of understanding among the participants, they were requested to write one resolution related to violence against women and women domestic workers (163 resolutions were collected, see below for samples). At the event, the Yangon Regional Speaker of Parliament and Chairperson of Domestic and External Committee from the Upper House attended.</p> <p>Voices from the field, “Resolutions” written by potential and returnee migrant workers in Myanmar:</p> <ul style="list-style-type: none"> • “Violence against women is a human right violation, and impunity should not be in place.” (Resolution 10) • “The existing laws and policies should be strengthened to protect women migrant workers in the country and abroad.” (Resolution 24)
2019	<p>Within the framework of <i>16 Days of Activism against GBV</i>, SAF, together with different United Nations agencies and local gender networks, organized a national event in Nay Pyi Taw, which targeted government departments and parliamentarians. SAF displayed a booth at the event and conducted a perception survey on women migrant workers with 137 respondents.</p> <p>SAF also organized a public event in Kandawgyi Park in Yangon as part of the 16 Days campaign. SAF distributed IEC materials and conducted a public survey on GBV and challenges that women migrant workers face with 300 respondents. SAF participated in the celebration of International Migrants Day in Yangon. The ILO, together with labour unions, domestic workers and migrant workers’ associations, organized the event. SAF in Myanmar set up a booth to raise awareness about safe migration and distributed IEC materials. SAF also conducted a survey on challenges faced by women migrant workers and recommendations in response to the challenges with 200 respondents.</p>

¹⁰ This is a modest estimation.

2021	<p>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.</p> <p>“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.” – <i>Nang Kyi Htwe, a Myanmar woman migrant domestic worker in Thailand.</i></p>
2021	<p>SAF organized two online events for the <i>16 Days of Activism</i> and the <i>International Migrants Day</i>, 127 returnee Myanmar WMWs were more informed 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 EAW service directory, available in the Myanmar language.</p>
2021	<p>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 provided an opportunity to potential migrant workers, including women, to engage with CSOs and local organizations who shared information about their services including VAW services. This information of the services for migrants was also disseminated via social media, together with positive stories of migration. Those stories reached 40,989 Facebook viewers 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.</p>
2022–2023	<p>A five-day campaign “Enhancing Social Protection for Domestic Workers” was rolled out on 12–16 July 2022 in commemoration of <i>International Domestic Workers Day</i>. Through this campaign, 85 people were reached and engaged on site while 31,974 people were reached online. The campaign was organized by SAF, together with ILO’s migration projects – TRIANGLE in ASEAN and Ship to Shore Rights South East Asia. As a part of the campaign, current domestic workers shared their experiences and advice about safe migration to potential migrant workers. Seven success stories of domestic workers were shared online while social media messages were also disseminated. As a result, the potential and current domestic workers gained more knowledge about safe migration and the migration policies of Singapore and Thailand. Through social media, online citizens became more aware of the contributions of domestic workers and the importance of social protection measures.</p>

	<p>Access to information for migrant workers and their family members in Myanmar and Thailand was improved through “Yay Kyi Yar” program and campaign, “Towards Clearer Water”, is a program that provided factual, informative, and reliable information to migrant workers to make their migration journey safe and successful. SAF and the EU-funded Ship to Shore Rights South East Asia programme, through a partnership with an international media house¹¹, created the Yay Kyi Yar campaign to provide information and referrals through the Facebook page “Yay Kyi Yar”. The campaign started in March 2022 (and is still ongoing) sharing digital content in the Myanmar language (including videos) on labour rights, migration policies, news, support services for migrant workers including domestic workers, and fishery and seafood processing sectors in Thailand. The content also featured migrants’ voices and experiences to bring migrants’ true-to-life insights, advice, and learning to those who are considering migration or who have family and friends immigrated to Thailand. In August 2023, the campaign reached more than 35 million online Facebook users.</p>
2022	<p>Through an online event to commemorate <i>International Migrants’ Day</i>, 139 people improved their awareness about the situation of labour migration in Myanmar. The virtual event was organized by SAF together with other ILO migration programmes in the country, together with their implementing partners. The event also served as a platform for migrant returnees and potential migrant workers from various sectors such as domestic work, seafood processing, fishery, construction and agriculture to meet and share experiences, and celebrate the contribution women migrant workers make to their families, communities and their country.</p>

¹¹ Due to security concerns in Myanmar, SAF has been requested by its partner to not release its name in public documents.

Table 2F: The Philippines

2019	<p>The ILO held a 24-hour Centenary Global Tour, a day-long series of events spanning four continents to mark ILO's 100th anniversary. SAF in the Philippines conducted a performance during the opening ceremony, a theatre piece that portrayed a young woman who knows her rights and employers' responsibilities and is aspiring to work abroad through legal recruitment, which was the key message of the play. The SAF performance was broadcast live globally with 1,606 views. On the same day, SAF organized a public forum. The Philippines SAF team and its partners shared key initiatives in combatting VAWMW, recruitment abuses and labour exploitation. Eight national newspapers and one national television channel published news articles/features on the issue, with total readership/viewers of 922,600.</p> <p>On 5 June, Philippines Overseas Foreign Worker (OFW) Day, SAF joined a whole-day event spearheaded by the Philippines Overseas Workers Welfare Administration attended by about 3,000 participants, primarily OFWs, their families, and returnees. The event primarily raised awareness about services for OFWs and their families. SAF reached out and provided information to (150) participants.</p>
2019	<p>On Philippines Overseas Foreign Worker (OFW) Day (June 05), SAF joined a whole-day event spearheaded by the Philippines Overseas Workers Welfare Administration attended by about 3,000 participants, primarily OFWs, their families, and returnees. The event primarily raised awareness about services for OFWs and their families. SAF reached out and provided information to 150 participants.</p>
2019	<p>SAF organized an exhibition titled "DZRJ Experiences carried by women migrant workers" – invited the public to understand how WMWs are contributing to the sustainable development of countries of origin and destination. The exhibition was displayed twice to commemorate <i>International Labour Day</i> and the <i>Philippines' National Domestic Workers Day</i>, with the aim of putting a spotlight on WMWs' stories and their experiences during the migration cycle, thus challenging gender stereotypes on the nature of women migrants' work overseas. The exhibition was attended by 196 participants.</p>
2019	<p>SAF set up an information booth called a "May I Help You?" as part of the one-stop information desk at the Ninoy Aquino International Airport, Terminal 3. At the booth, women who are currently migrating or planning to migrate can access information on labour migration, especially on the ways to ensure safe and legal recruitment, including a list of key contacts, filing complaint, receiving counselling and legal services when they face violence. At the launch event of the airport booth in March, 123 participants attended, consisted of CSO partners and representatives from Philippines Government agencies, including the Overseas Workers Welfare Administration, the Philippine Commission on Women, and the Commission on Filipinos Overseas. "May I Help You?" corner provided information to approximately 300 migrant workers and their families, half of whom were women.</p>
2019	<p>In July, SAF Philippines led the framing, planning and implementing of the <i>ILO–MOLE-BARMM Forum on Labour Migration, Domestic Work and Trafficking</i>. The ILO together with the Ministry of Labor and Employment of the Bangsamoro Autonomous Region in Muslim Mindanao (MOLE-BARMM) organized the Forum with 153 participants. In all, 100 workshop kits that included SAF flyers and handouts on women OFWs were given to the participants.</p>

2019	SAF delivered a keynote presentation at the EROPA-CIFAL #TAG Dialogue Migration Talk: “Unpacking the Balikbayan box” . The event was live streamed globally to the CIFAL and Eastern Regional Organization for Public Administration (EROPA) networks, with 30 people in the studio audience. The video was also made available online on YouTube, with 1,076 views (as of 30 September 2019), as well as launched at the EROPA international conference “International Conference on the Future of Public Administration”. This weeklong conference was organized by the EROPA and the University of the Philippines’ National College of Public Administration and Governance in Quezon City and was attended by around 250 public administration scholars and practitioners ¹² from across Asia and the Pacific.
2019	<p>Various campaign initiatives in the Philippines from 2019 to 2023 were organized under the umbrella of national campaign “Babaeng Biya(hero) [Woman Voyager and Hero]: Travels, Travails, and Triumphs of Filipina OFWs”, established by SAF, addressing safe migration and violence against WMWs. The campaign was launched to commemorate the <i>International Day for the Elimination of VAW</i> and to commence the <i>Safe and Fair Days of Activism</i> in 2019. This campaign recognized WMWs’ rights and capacities to promote their voice and own agency.</p> <p>The campaign title “Babaeng Biya(hero)” is a play on the Filipino term <i>biyahe</i>, meaning “journey”, by creating a portmanteau with the word “hero”, which migrant workers are often regarded as being. The entire migrant experience was taken as a journey, with a Filipina OFW as the main protagonist – or hero – in her own story. The campaign recognized MWMs’ inherent right and capacity to promote their voice, choice and agency. The exhibit was open until <i>International Migrants Day</i> at the Ayala Mall Manila Bay. There were 45 attendants participating in the launch. The culmination of the campaign was the “Days of Activism: A Migrants’ Cultural Night”, an event organized by SAF in partnership with the Spanish Embassy, overseas Filipino groups, and the Inter-Agency Committee of Month of Overseas Filipinos (IAC-MOF). The event was attended by 105 people, with an additional 1,100 reached via social media.</p>
2019	SAF participated in the Asian Development Bank (ADB) special panel on “ Promoting gender equality in workplaces through the elimination of harassment against women ”. The event was organized by the ADB Gender Thematic Group in commemoration of <i>EVAW Day</i> . SAF distributed information on Convention No. 190 to approximately 100 participants ¹³ . SAF also took part in the Manila International Dialogue on Human Trafficking ¹⁴ . At the Dialogue, SAF set up a booth where the SAF video was played and 50 “May I Help You?” cards and SAF project flyers were distributed.
2019	To commemorate the <i>Month of Overseas Filipinos</i> , SAF and the IAC-MOF agreed on a national trade fair during the day, and a SAF-organized Babaeng Biya(hero) cultural event in the evening, which marked the 2019 Philippine celebration of

¹² Because this number is an estimate, it is not included in the results count.

¹³ Because this number is an estimate, it is not included in the results count.

¹⁴ This event was a public forum organized by the Inter-Agency Council Against Trafficking (IACAT). SAF was a part of the IACAT preparatory committee in framing and planning the event.

	<p><i>Migrants Day</i>. The event was attended by approximately 200 people¹⁵. SAF was also featured on the Philippines ABS-CBN News Channel, which covered migrant workers (OFWs) whose stories were included in the exhibit “Extraordinary Women”. The video of the news coverage had 884 views.</p>
2020	<p>In observance of <i>International Women’s Day</i>, the #Women2020 Summit: Women in the Next Decade was held in partnership between UN Women and Spark! Philippines. The event was a convergence of women’s rights advocates, human rights activists, civil society partners and individuals from both the public and private sectors. It tackled significant issues that affect women’s active, effective and productive participation in nation-building and global progress. The event featured the launch of “Generation Equality” as part of the programme. Around 500 participants attended the event. SAF had a designated booth where the “16 Essentials” were distributed along with other SAF materials such as SAF briefs, “May I Help You?” cards and information materials on VAW.</p>
2020	<p>A total of 2,600 listeners in the Philippines heard SAF messages in a radio interview on DZRJ (Voice of the Philippines/Radyo Bandido TV), with the SAF speaker focusing on the COVID-19 pandemic and its impacts on OFWs, especially women. Listeners gained awareness of response strategies and of where OFWs can get help in the Philippines and abroad. The radio talk show was live streamed through Facebook.</p>
2020	<p>SAF’s TV interview on the ABS-CBN News Channel’s “Market Edge”, addressed the global job crisis and migration as a “crisis within a crisis” reaching 4,677 people on Facebook and 623 views on YouTube. SAF noted in the interview that the COVID-19 pandemic has created a job crisis, especially among returning Filipino migrant workers in the informal economy and among those who are not provided with adequate reintegration assistance. The TV interview also provided great visibility to SAF, as well as a platform to raise awareness of the challenges that women migrant workers face during the migration cycle, especially in the time of the pandemic. The programme was live on cable TV, rebroadcast on ABS-CBN TV, and available via the network’s YouTube channel.</p>
2020	<p>Babaeng Biya(hero) web series, with the first-ever episode titled <i>Kuwentong OFW: Mga Babaeng Biya(hero) sa Panahon ng COVID-19</i> (or <i>OFW Stories: Women Voyager Heroes in the Time of COVID-19</i>), moderated by well-known TV hosts Suzi Abrera and Kaladkaren Davila and featuring celebrity supporter Glaiza de Castro, with over 66,000 Facebook reach. The programme discussed the situation of Filipina women migrant workers and their struggles with violence during the pandemic. The interactions with the online audience were highly interactive; more than 800 comments were posted during the live web session.</p>
2020	<p>SAF collaborated with Ogilvy Manila, as the Babaeng Biya(hero) campaign’s official advertising partner in the Philippines, to ensure maximum visibility for the Spotlight Initiative and its donor, as well as to raise the awareness of violence against WMWs and provide information about access to support services for women migrant workers who need help or experience violence. The effort resulted in a total number of media reports of 3 print news pieces, 16 online news pieces, 5 blog posts and 33 social media posts, reaching an estimated global audience of 69,718,977 (including Filipino/as abroad). <i>Please note that this is an estimated count of reach and</i></p>

¹⁵ Because this number is an estimate, it is not included in the results count.

	<i>impressions through social media and mass media. The estimated audience reach is calculated based on social media analytics and print circulations, and thus not included in the SAF logframe.</i>
2020	<p>SAF saw the opportunity to optimize collaboration with Philippines influencers to raise awareness on VAW and to reach a wider audience. SAF launched Safe and Fair Babaeng Biya(hero) social media posts with speaker quotes, including from influencers who acted as advocates for the campaign. The SAF Babaeng Biya(hero) social media posts reached 3,189,262 social media users, including:</p> <ul style="list-style-type: none"> • The Babaeng Biya(hero) Live Series Recap Social Media Posts with speakers and influencer quotes. It also featured a recap post of the Babaeng Biya(hero) Live Series, while inviting those people who had not watched it live to view the session. With the collaboration of the influencers, the Babaeng Biya(hero) Live Series Recap Social Media Posts reached and online audience of 117,815; and • “Together Tayo, Babaeng Biya(hero) Online Event” launched in conjunction with the global <i>16 Days campaign</i>. The online event commenced the SAF <i>Days of Activism</i> to update the public on the situation of WMWs and the programmes and services available to them, and also served as the launch of the Babaeng Biya(hero) celebrity champion, Ms Maine Mendoza. An audience of (243,378) was reached through the event. There has been more traffic to SAF Babaeng Biya(hero)'s social media pages, with a subsequent increase in follows, comments and engagement, thereby increasing information reach as well. The number of people reaching out to the Babaeng Biya(hero) Helpline, both through messenger and mobile numbers, has also increased.
2020	<p>SAF organized the Sama-Sama Tayo, Babaeng Biya(hero) Online Townhall and Cultural Celebration in the Philippines with the aim to culminate the SAF Days of Activism in celebration of <i>International Migrants Day</i>. It featured discussions on the programmes and services available to women migrant workers during the pre-departure, transit, on-site, return and reintegration stages of the migration cycle. This event not only sustained the VAW/GBV awareness-raising initiatives of the programmes, but also developed the understanding of women migrant workers on certain programmes that can support and enable them in their migration experience. Through the SAF Babaeng Biya(hero)'s social media pages, the Babaeng Biya(hero) Online Townhall and Cultural Celebration reached an online audience of 296,547.</p>
2020	<p>SAF organized the KAKAMMPI – “Babaeng Migrante May Kakampi Ka” (“Woman Migrant You Have an Ally”) radio forum. This radio forum was a platform to discuss the Babaeng Biya(hero) May I Help You information kiosks and website, psychosocial support, campaigns to end violence against women, support for MRCs, and partnerships with government agencies and CSOs to provide services and help organize women migrant workers. This is an ongoing partnership with KAKAMMPI, which operates the regular radio forum and online live broadcast on migration issues. The radio forum reached 187 listeners. SAF was invited at certain times as a guest speaker.</p>
2020	<p>SAF organized the Philippine Migration Research Network (PMRN) Migration Dialogues Webinar. PMRN is the network of Philippine researchers, social science experts, advocates and academic practitioners focusing on Philippine migration issues. The dialogue was part of a 2020 series of online webinars analysing key migration issues in the context of the COVID-19 pandemic. The dialogue gathered</p>

	<p>key migration analysts, social science experts, academic experts and researchers in the Philippines and focused them on the situation, issues and impacts of the COVID-19 pandemic as it relates to Filipino migrant workers. Many of these analysts, researchers and migration specialists also work in government and civil society or provide technical/policy inputs on migration to policymakers. SAF inputs focused about WMWs and the gender, VAW, and women-related dimensions of the impacts of COVID-19 on Filipino migrants, as well as recommended areas of action and response. SAF also highlighted the relevant gender-responsive frameworks, international standards and guidelines that need to be invoked when responding to the pandemic and formulating recovery strategies. A total of 84 participants attended the webinar, which was recorded and disseminated through Facebook, amassing 3,300 views.</p>
2020	<p>In partnership with the UNFPA, SheDecides Philippines, the Embassy of Belgium in the Philippines, Filipino FreeThinkers, and MNL Moves, SAF organized Bike Towards a #VAWFreePH Community to raised awareness about VAW and to distribute reflector vests and campaign masks. SAF engaged with participants by asking them to post about their commitment to VAW-free streets and public spaces. This campaign was in line with the Philippine national campaign “VAW-free PH starts with me”, and it has significantly contributed to raising awareness on VAW. The campaign reached 3,412 members of the public.</p>
2021	<p>Organized under the umbrella of Babaeng Biyahero, SAF organized two public dialogues to advocate the Gender Responsive and Inclusive Pandemic Management Act of 2021 and engaged with 4,324 social media users. 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.</p>
2021	<p>On 1 May 2021, the NERS was launched online by DOLE and the NERS Task Force as part of <i>Labor Day</i> celebrations, with 428 stakeholders attending. By June, the President issued Executive Order 140 Adopting the NERS.</p>
2021	<p>In connection with the <i>global and regional Generation Equality dialogues</i>, a national dialogue on inter-generational feminist dialogue was organized with 269 participants and reached an audience of 943.</p>
2021	<p>On <i>International Domestic Workers Day</i>, an online event was 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 increased awareness of the rights of domestic workers and call for stronger support to improve working conditions among domestic workers. Furthermore, in partnership with the Pasig City government, an online campaign commemorated <i>Women’s Month</i> in the Philippines (March, promoting available services and to advertise employment opportunities in Pasig to migrant workers and their families. The event reached 1,096 online attendees.</p>
2021	<p>SAF organized Babaeng BiyaHero Bida Talks: Pinay Migrant Workers Advancing a Better Normal in the World of Work on May 03 to commemorate <i>International Worker’s Day</i>, and promoted SAF’s Babaeng BiyaHero Helpline psychosocial service. The Helpline provides (a) a resource for survivor-centred,</p>

	<p>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.</p>
2021	<p>SAF reached 85 people through its online panel discussion titled 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. 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.</p>
2021	<p>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 specifically targeting youth. The event mobilized youth support in the campaign for safe and fair migration for Filipino WMWs.</p>
2021	<p>SAF organized a webinar providing 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.</p>
2021	<p>Another youth outreach was conducted at the University of the Philippines College of Social Work and Community Development in UP Diliman, Quezon City – reaching 27 students.</p>
2021	<p>SAF launched the #WOMENOFWSCANDOIT in Region 7 (Central Visayas). 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.</p>
2022	<p>Through the online event “Ang Mama kong BiyaHero: A Live Discussion Event” broadcasted via the Babaeng BiyaHero Facebook account, SAF disseminated the results of the “Youth Perception on VAW and Migration” survey conducted by its partner, Edukasyon.ph in the Philippines. Over 535 people tuned in and were better informed by the highlights of the youth survey results (presented via a game format) and reflections offered by an OFW mother and her son. The primary gauge of the</p>

	<p>survey was the increase in the number of messages received by the Babaeng BiyaHero Helpline from children of WMWs abroad. Children who participated in the survey either reported that their mother needed help or asked for assistance in contacting their mothers. Others asked for the Helpline’s support in convincing their mothers to leave their abusive employer and report them to the authorities. The results have shown that young people are willing to take on a more active role in securing a safe and fair migration environment for their mothers abroad.</p>
2022	<p>Babaeng BiyaHero champions – former migrant worker survivors of violence who have become advocates – continued to carry out Babaeng BiyaHero campaign activities in their respective communities in the Philippines. This allows SAF to continuously have an active presence on the ground in areas that would not have been reached due to the pandemic, and to reach and engage with the community members on the online platform so that they have a better perception of WMWs and are better informed about safe migration, VAWMW and the services available to them. This activity reached 1,189 people. This also created a platform for Babaeng BiyaHero champions to share their experiences and inspire and empower other women facing the same challenges.</p>
2022	<p>To empower WMWs who are survivors of violence, the Babaeng BiyaHero champions participated in a workshop organized on 22–24 November. The workshop was designed to boost their confidence and to improve their storytelling and public speaking skills so that they effectively advocate and communicate the messages of their campaigns.</p> <p>Upon the completion of the storytelling and public speaking workshop, a media event “<u>The Power of Their Stories: The Journey of our Babaeng BiyaHero Champions</u>” was organized, in which 16 Babaeng BiyaHero champions met with the media and shared their stories and advocacies, and reaffirmed to the public that the power to #EndVAW lies in everyone. The event provided the Babaeng BiyaHero champions with the opportunity to speak to the public about the challenges and various forms of violence and exploitation they have encountered. The event, which reached 348 people, helped raise public awareness about violence against women migrant workers and called for the protection of migrant workers’ rights.</p>
2022	<p>In celebration of <i>International Women’s Day</i>, SAF hosted an online event that discussed how the new DMW in the Philippines could help support a safe and fair migration for WMWs. This discussion, which reached 1,083 people, informed the POEA and the new DMW of the expectations of migration CSOs and women migrant workers regarding the services that need to be rendered to OFWs. As such, the points highlighted in this discussion were under consideration in crafting the Implementing Rules and Regulations of the DMW.</p> <p>Following the discussion, SAF raised awareness of the situation of women’s labour migration in the Philippines and the role of the new DMW in addressing VAWMW, via a livestream interview with the DZRH¹⁶ radio-TV on 9 June. In addition to sharing information about WMWs and the new DMW, SAF also used the opportunity to promote its initiatives in the Philippines, raising awareness of the gendered nature of Philippine labour migration, particularly the risks confronting women OFWs and their families, trafficking in persons and illegal recruitment.</p>

¹⁶ DZRH is the oldest private radio station in the Philippines, which now live streams its broadcasts through its Facebook channel.

2022	<p>On 28 November 2022, SAF spoke in a live radio interview via Radio Veritas, highlighting the key features of the Violence and Harassment Convention, 2019 (No. 190) and why it is important for the Philippines to ratify it. It was noted that ratification would be especially important for migrant workers and domestic workers due the gender aspects of violence against women OFWs and domestic workers, and the existing gaps in Philippine laws relate to violence and harassment were explored as part of a discussion on how legislation needs to be aligned with Convention No. 190. The interview was live streamed over the Radio Veritas Facebook page and helped increase the awareness of listeners and viewers regarding Convention No. 190 within the context of the Philippines, as well as the importance of the Convention to OFWs and women domestic workers and to Filipino workers in general.</p>
2023	<p>Breaking the Code: Equality for All through Technology and Innovation</p> <p>Safe and Fair supported the full-day activity 'Breaking the Code: Equality for All through Technology and Innovation' jointly organized by UN Women and the Philippine Commission on Women on 8 March 2023, in celebration of International Women's Day. The activity highlighted how technology could be used to advance the rights of women, and also discussed how technology-related risks and harms to women, such as online violence, could be addressed. Specifically, the SAF BabaengBiyaHero Helpline Psychosocial Support Team shared their experience in assisting and accompanying distressed women migrant workers.</p> <p>The activity drew a robust attendance and received wide coverage on TV, online, and in print. Young people comprised a significant proportion of the live audience, which made the activity particularly valuable in raising awareness among them on VAW-related issues among WMWs and other groups, and how these could be addressed.</p> <p>The campaign also resulted in 761 social media mentions.</p>
2023	<p>Babaeng BiyaHero FB page</p> <p>The Babaeng BiyaHero FB page has been an important platform for SAF Philippines to engage a broad audience and disseminate information on VAWMWs and the program's activities. During the reporting period, the page enabled the sharing of information about the International Women's Day's thrust on digital rights and inclusion, the ongoing discussion on Senate Bill 359 on Gender-Responsive and Inclusive Pandemic Management Act, the recently established OFW Hospital, and other SAF activities in the Philippines.</p> <p>Four posts about Safe and Fair activities held on January to July 2023 generated 2,657 impressions, a reach of 2,229, and 273 engagements.</p>
2023	<p>Breaking the Code: Equality for All through Technology and Innovation</p> <p>Safe and Fair supported the full-day activity 'Breaking the Code: Equality for All through Technology and Innovation' jointly organized by UN Women and the Philippine Commission on Women on 8 March 2023, in celebration of International Women's Day. The activity highlighted how technology could be used to advance the rights of women, and also discussed how technology-related risks and harms to women, such as online violence, could be addressed. Specifically, the SAF</p>

	<p>BabaengBiyaHero Helpline Psychosocial Support Team shared their experience in assisting and accompanying distressed women migrant workers.</p> <p>The activity drew a robust attendance and received wide coverage on TV, online, and in print. Young people comprised a significant proportion of the live audience, which made the activity particularly valuable in raising awareness among them on VAW-related issues among WMWs and other groups, and how these could be addressed.</p> <p>The campaign also resulted in 761 social media mentions."</p>
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Table 2G: Singapore	
2019	<p>Through IDWF’s work with HOME, SAF organized a campaign on abolishing overcharging fee imposed on migrants (i.e., the charging of excessive recruitment fees to workers). To run this campaign, SAF and IDWF brought allies to raise migrant workers’ voice during the meeting held in 2019.</p>
2020	<p>HOME released multiple statements, including:</p> <ul style="list-style-type: none"> ● A statement on the <i>International Domestic Workers Day</i> (16 June 2020) to call for legal and social protection of women MDWs. The statement attracted a total 11,419 online audience and was mentioned by 34 media reports. ● A statement on <i>International Women’s Day</i> to call for more protections for domestic workers, reached out to 2,488 readers online. ● A statement expressing concerns related to migrant workers during the ongoing COVID-19 outbreak, attracted 6,014 online audience. ● A statement on <i>International Labour Day</i> on protecting migrant workers in Singapore during COVID-19 and beyond, reaching 6,538 people online. ● COVID-19 and the impact of circuit breaker measures on domestic workers, a call for better protection for MDWs in Singapore, reaching 13,660 people. ● Response to new rules for transferring domestic workers, reaching 3,350 individuals online. ● A joint Statement for <i>World Day against Trafficking in Persons</i>, reached out to 3,221 online users.

Table 2H: Thailand	
2019	<p>The event “Spotlight on Women Migrant Workers” with an exhibition “Who Made This? Behind the scene” was organized in partnership with Winrock International. The event targeted youth as change-makers in advocating for the rights of women migrant workers among their peers and families. This was done through an exhibition of five selected stories of women migrant workers in the agriculture, construction, domestic work, fishery and horticulture sectors; interactive activities¹⁷; and a panel discussion.</p> <p>The event allowed participants to learn about the connection between their daily lives and the lives of migrants, especially women migrant workers, and how participants can help advocate for the rights and fair treatment of migrants. In addition to the on-site event, a series of social media activities were organized. In total, the event reached an audience of 56,348 people, including 156 participants for the on-site event.</p>
2020–2021	<p>Through partnership with Raks Thai Foundation, SAF harnessed social media to teach Thai language to Cambodian migrant workers. Information on COVID-19, how to stay safe and how to mitigate the risk of infection have been added to the Thai lessons. The Thai lessons later included information about different forms of violence, including GBV. The Thai language teaching aimed to provide WMWs and their family members a basic knowledge of the Thai language that can be used in daily life and enable them to have access to information and services, especially if their rights are violated or if they experience violence. The initiative reached 2,029 WMWs and their family members through this language teaching.</p> <p>As a continuation, the Facebook outreach activity is estimated to reached more than 18,000 migrant workers and their family members in 2021.¹⁸</p>
2020	<p>SAF identified students and youth in Thailand as a starting point with great potential to generate positive social change, working with Thammasat University, Naresuan University and UNICEF in Thailand to engage meaningfully with youth and students.</p> <p>The regional exhibition “Extraordinary Women – Journeys out of the Ordinary” was put on display at Thammasat University in Bangkok in 2020 to raise awareness of violence against women migrant workers. Many students were better informed of the situation of women migrant workers and the prevalence of violence they face. SAF optimized the momentum of the exhibition by organizing a film discussion for the film titled "Citizen", which was created by a female social filmmaker. The film addressed WMWs’ lack of access to essential services and the negative attitudes towards WMWs, calling for more protection for WMWs in Thailand. Social media messages were also harnessed to raise the issues addressed in this event with a total of 56 students and participants at the event and 5,377 online reach.</p>

¹⁷ These activities were adapted from the UN Women “Change-Makers Toolkit: A young activist’s toolkit for ending violence against women and girls.”

¹⁸ 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.

2020	<p>Considering the role of the youth in changing social norms and attitudes towards women migrant workers, SAF also organized a “Spotlight Camp” in partnership with Thammasat University and its Students Union. The two-day training aimed to build the capacity of the university students as future leaders to be advocates for the rights of women migrant workers. The training facilitated conversations on the root causes of discrimination against women (and women migrant workers in particular) and brainstormed ideas on how to tackle the risks of violence that are often faced by women migrant workers. As part of the Spotlight Camp, SAF handed over the 2019 physical exhibition “Extraordinary Women: Journeys out of the Ordinary” to the Thammasat University rector, as a symbol of handing over the engagement in changing the attitudes of new generations towards women migrant workers in Thailand. The Spotlight Camp directly engaged with 205 students on-site and an audience of 38,784 online.</p>
2020	<p>SAF also launched a video campaign “Familiar Strangers” in 2020 targeting Thai audiences. The video was produced based on the findings of the study on Public Attitudes towards Migrant Workers in Thailand, Malaysia, Singapore and Japan, which was jointly conducted by SAF and the ILO TRIANGLE in ASEAN programme. The campaign started with stories, articles, and social media messages, building momentum of interest among online audiences. The video reached 147,426 Facebook users, gained 61,762 impressions on Twitter, and received 23,028 views on both Facebook and YouTube combined.</p>
2020	<p>SAF, in cooperation with UNICEF in Thailand, conducted an interactive online poll via U-Report with 1,711 Thai students (high school and university levels) to address negative attitudes towards WMWs. The poll itself was used to debunk myths about WMWs and to provide accurate information about their positive contribution to countries of origin and destination. In 2021, SAF used the findings of the U-Report to design interventions with youth.</p>
2021	<p>In collaboration with Naresuan University, SAF organized an online workshop to better inform Naresuan University students regarding migrant workers’ realities and to build public support for migrant workers, especially WMWs. On 30 October, 200 students took part in the online workshop focusing on WMWs’ positive contributions to the society, resulting in increased understanding and shifted perspectives. According to the post-workshop survey, 66 per cent said that they understood the issues of migrant workers better. For 22 per cent of the total participants, the workshop completely altered their view on migrant workers.</p>
2021	<p>A public event “Overcoming Barriers to Access to Protection of Migrant Women Workers towards Sustainable Development Goals” was 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.</p>
2021	<p>SAF, in partnership with FLEP, Map Foundation and the Migrant Women Project also established information dissemination initiative through a Facebook page “Migrant Women Q&A”, in 2021 which targets Myanmar women migrant workers. The information provided was produced in the Myanmar language to ensure that it would be accessible to the target audience. A total of 7,151 people were reached and better informed about safe migration pathways, VAW and how to seek help in case of violence or exploitation.</p>

2021– 2022	Through a partnership with the Migrant Women Project, MAP Foundation, FLEP, together with SAF, organized a series of Facebook radio programmes in 2021 to 2022 run by MAP Radio FM 99 MHz and through information dissemination via the MAP Radio Facebook page to raise awareness on safe migration, VAW and how to seek help. The radio talk programme and Facebook information dissemination activities have reached a total of 84,969 (2021) and 29,481 (2022) people.
2022	SAF rolled out an online awareness-raising campaign in conjunction with <i>International Women's Day</i> in 2022 under the theme " End Violence against Women Migrant Workers ". This was done in collaboration with Thai PBS (a public television station) and BrandThink. A video clip and an article were produced to debunk myths about VAW and WMWs and to promote positive contributions that WMWs make to countries of destination and origin. The video and the article reached a combined 1,600 people.
2022	<p>In the lead-up to <i>International Migrants Day</i>, SAF's implementing partner WVFT organized a public event to raise awareness about the challenges faced by migrant workers, especially women, in the construction sector during the lockdown period due to the COVID-19 pandemic. A panel discussion was also organized as a part of the event under the title "Migrant Workers and Post-COVID-19 Development".</p> <p>The panel discussed the Ministry of Labour's response to the situation of migrant workers during the COVID-19 pandemic. One of the migrant volunteers supported by SAF represented her community and shared her experiences and concerns with the participants, including giving recommendations that address migrant workers' issues. As a result, 37 participants who attended the face-to-face session had a better understanding of the situation of women migrant workers. The event was also broadcasted via Facebook and reached 5,572 users and gained 253 impressions on Twitter.</p>
2023	<p>16 Days of Activism "A Safe Journey with Her"</p> <p>In partnership with UN Women Thailand Country Office, Luxembourg, Netherlands, and Belgium embassies, and the Thai government, a public event named "A Safe Journey With Her" was set to take place in Bangkok on 26th November 2023. This initiative aims to spotlight the financing of gender-based violence prevention strategies, highlight existing laws and policies, showcase available response services, and challenge the silence and stigma surrounding violence disclosure. Additionally, the event featured an open-air photo exhibition, co-created with engaged civil society stakeholders. This exhibition was displayed in the park throughout the 16 Days of Activism Campaign, 26 Nov – 10 Dec 2023.</p> <p>Over 500 people hopped on their bicycles to tour around the idyllic Wachira Benchathat Park (Rot Fai Park) to show solidarity with the victims of gender-based violence as well as with the champions who dedicate their lives to prevention, response and reporting services. The open-air exhibition was a homage to the courage, compassion and community that prevails in Bangkok and across Thailand during 26 Nov to 10 Dec 2023. At the beginning of next year, all partners of the event will be invited to draw conclusions from this second edition of the event 'A Safe Journey With Her' and to see how we would like to continue working together on this important issue.</p>

Table 2I: Viet Nam	
2019	SAF supported the launch event for the “ Safety for Women ” campaign by the Viet Nam Women’s Union to commemorate <i>International Women’s Day</i> . The launch was attended by the Prime Minister and other key government officials. During the event, SAF disseminated information about WMWs in the ASEAN region and the risks they are exposed to during the migration cycle. The event was attended by 200 participants.
2019	SAF collaborated with a national TV channel and proposed safe migration for women to be the topic of focus for <i>International Migrants Day</i> . SAF provided information on the issues – especially the challenges – that WMWs face during labour migration, as well as the gaps in policies and service provision for women migrant workers. The reporters of the national TV channel created a video report of cases to highlight these challenges. It was aired on International Migration Day as the news item “Today’s Issue”. An on-site event as well as Facebook live streaming were organized to commemorate the 16 Days of Activism in Viet Nam. During the National Symposium on Health and Sexuality, SAF presented on how the issue of violence against women migrant workers is invisible in society and advocated for strengthening national data systems to better capture the issue. The symposium was attended by 300 participants, and the live streaming of the presentation was watched by 3,400 users on social media.
2020	To advocate for the WMW during the <i>16 Days of Activism and International Migration Day</i> , organized an annual “ White Ribbon Breakfast ”, to raise awareness of the safe and fair migration of women and girls as well as their rights. The Breakfast also engaged with stakeholders and practitioners, especially male leaders, to take responsibility to provide quality responsive coordinated services in EVAWG. The event in 2020 was attended by 101 representatives from the Ministry of Labour, Invalids, and Social Affairs; the Ministry of Public Security; the Ministry of Foreign Affairs; CSOs; NGOs; international organizations; and universities to discuss VAW; promoting safe and fair migration for all Vietnamese women, including WMWs; and attempts to better coordinate with the stakeholders in providing support the to the women migrants.
2021	In 2021 the Breakfast campaign was chaired by the Deputy Chief of the Supreme People’s Court, attracting 39 justice actors. The event in 2021 shared the importance of gender-sensitive adjudication, with special regard to understanding of the needs of WMWs as the most vulnerable groups, who were often left behind without raising their voice during their trial.
2021	In conjunction with <i>International Women’s Day</i> in 2021, SAF harnessed social media to conduct a three-week nationwide campaign on safe migration, for the purpose of raising public awareness and understanding of the contributions of WMWs to economy and society as well as their challenges they faced. During the campaign, SAF also provided tips on safe and fair women migration. 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 the areas containing a high rate of migrants. The three-week campaign also aired a video podcast, which resulted in reaching out to 138,656 viewers.
2022	SAF collaborated with the MOFA of Viet Nam, to launch the SOP for Diplomatic Missions to Provide Coordinated Services for Survivors of Violence and Human Trafficking. The launch took place in December 2022 with the participation of 66 representatives from Vietnamese embassies and consulates overseas. As a result, the participants have become aware of a new way of working, implementing a more

	<p>coordinated approach to deal with GBV and human trafficking cases, and integrating a trauma-informed and survivor-focused approaches, including health consequences, mental health needs, safety, and justice.</p>
2023	<p>Organised a Policy Forum on “Labour Migration: Opportunities and Challenges for women migrant workers.”</p> <p>SAF, in collaboration with Viet Nam Women Union (VWU) organised a Policy Forum on “Labour Migration: Opportunities and Challenges for women migrant workers” engaging nearly 100 participants from different ministries and agencies, including representatives from provinces with a high flow of international labour migration – to discuss achievements, challenges and ways forward in the existing Policy frameworks to support migrant workers and protection of women migrant workers as well as solutions to further promote safe migration for women migrant workers. The workshop amplified voices of two women migrant workers from the community-based networks on safe migration, who spoke up and shared their migration stories to mobilize public support on how to make migration safe and fair for all women, especially those from communities</p> <p>The workshop was an important effort to call for public attention and actions to tackle their challenges and maximise the opportunities that can bring about by labour migration. In Viet Nam, despite the availability of a relatively enabling environment with the law on sending Vietnamese workers working abroad on contract basis and 5 sub-laws guiding the implementation of the law in place, there is still a big policy gap in the area of protecting people, especially women engaged in undocumented migration. Women who are irregular migrants are more vulnerable to different forms of gender-based violence and have limited access to essential service due to their gender, migration status and other barriers.</p>
2023	<p>Organise a white ribbon breakfast on handling gender sensitive investigation and adjudication over cases of gender-based violence and discrimination against women and girls</p> <p>(1) A role play simulating lack of gender sensitivity in investigation and handling of a case of sexual abuse against women and girls; (2) Panel discussions on: “Gender issues in the play simulating the investigation, prosecution and trial of violence cases in Viet Nam;” (3) Video clip “My dream”.</p>



Spotlight Initiative

