

**Midterm Evaluation of the  
ILO-UN Women  
Safe and Fair Programme  
*Realizing women migrant workers' rights and opportunities  
in the ASEAN region (2018-2022)*  
ANNEXES**

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Annex I: Evaluation Terms of Reference

# Independent Mid-term Evaluation of the project Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region

ILO & UN Women- October 2020

## Evaluation Background

Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region (2018-2022) is part of the multi-year EU-UN Spotlight Initiative to Eliminate Violence against Women and Girls. Safe and Fair is implemented by the ILO and UN Women, in collaboration with UNODC, with a total budget of Euro 25.5 million.<sup>1</sup>

Safe and Fair delivers technical assistance and support with the overall objective of making labour migration safe and fair for all women in the ASEAN region. Safe and Fair engages with ASEAN Member States' government authorities; ASEAN institutions; workers' organizations; employers and recruitment agencies; civil society organizations; community-based organizations; families and communities; research institutions and academia, media networks, youth, and the general public and supports programming in Brunei Darussalam, Cambodia, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Singapore, Thailand and Viet Nam.

Per the Project Document, the ILO's *Policy guidelines for results-based evaluation*<sup>2</sup> and the *Evaluation policy of the United Nations Entity for Gender Equality and the Empowerment of Women*<sup>3</sup> provide the framework for carrying out the Programme's independent mid-term evaluation. These guidelines adhere to the norms and standards of evaluation adopted by the United Nations Evaluation Group and the OECD/DAC Evaluation Quality Standards.

Immediately following the Inception Phase from January-September 2018 the programme undertook an Evaluability Assessment to ensure that the programme design met minimum standards for monitoring and evaluation, by assessing a set of design-specific aspects prior to implementation defined as "evaluability". This adheres to the OECD/DAC definition of evaluability as follows: "the extent to which an activity or a program can be evaluated in a reliable and credible fashion."<sup>4</sup> The Evaluability Assessment sought to assess and inform the M&E strategies for the entire programme cycle of Safe and Fair. This is available from the programme.

The Evaluability Assessment recommended that the Mid-Term Evaluation be conducted slightly later than the exact mid-way point of the programme (mid 2020), given the 9-month Inception Phase. Thus, this Mid-Term Evaluation is being conducted in Q4 2020- Q1 2021.

The evaluation will systematically assess the performance of the programme against a set of key criteria and derived questions, document lessons learned and good practices and make recommendations for improved results or the development of future interventions. To ensure that the evaluation addresses the information needs of all parties, the Evaluation Managers will work closely with the European Commission and Spotlight Secretariat. In

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<sup>1</sup> [Contribution amount for UNODC is a total budget of \\$186,881.92 USD.](#)

<sup>2</sup> [http://www.ilo.org/eval/Evaluationpolicy/WCMS\\_168289/lang--en/index.htm](http://www.ilo.org/eval/Evaluationpolicy/WCMS_168289/lang--en/index.htm)

<sup>3</sup> <http://undocs.org/en/UNW/2012/12>

<sup>4</sup> <http://www.oecd.org/dataoecd/29/21/2754804.pdf>

reviewing and endorsing the Terms of Reference, qualifications of the independent consultants, evaluation questions and schedule of meetings.

The Mid-Term Evaluation report will be submitted to the relevant ILO and UN Women departments, the Fund Governing Body through the Spotlight Secretariat and the European Commission, as well as shared with programme partners. The report will be made publicly available on the respective website of each organization. A management response to the recommendations will be developed and approved by the Operational Steering Committee of the Fund in consultation with the Commission, ILO and UN Women, clearly stating the follow-up actions to be taken.

## **Programme Background**

Roughly half of the approximately 10 million migrants in the ASEAN region are women. Women's labour migration is an important aspect of labour mobility in the region and can be a crucial source of empowerment for women with women migrant workers making vital social and economic contributions to their communities and countries of origin and destination. However, the positive experiences and contributions of women migrant workers can only be fully ensured if their labour and human rights are fully protected.

Whether migrating through regular or irregular channels, women migrant workers face a risk of violence, trafficking and abuse from intermediaries and employers, as well as from partners and others, due to intersecting vulnerabilities and discriminative factors that compound each other, such as poverty, gender, ethnicity, immigration status, education and limited access to information. Additionally, for women migrant workers survivors of violence, there are many barriers to access essential services such as health care, legal, justice, police and social services, even when they are legally working in the country.

Violence against women migrant workers is part of the broader spectrum of violence against women, and the cultural and gendered norms that drive it. Those cultural and gendered norms – including the use of gender specific bans – impact the migration experiences of women, including their decision to migrate and the opportunities available to them, restricting their ability to access regular migration into skilled, safe and well-paid employment. Migrant women commonly work in agriculture, manufacturing, services and construction, often in lower paid, informal employment with few if any labour protections. They are also significantly over-represented in domestic work

### **Safe and Fair programme**

Given the above, there was seen a need for a programme which addresses both the need for stronger gender-responsive migration governance in order to increase better and regular migration opportunities for women into protected labour sectors; and the need for improved information and enhanced coordinated quality services for women throughout the migration cycle to prevent and respond to VAW and trafficking. This programme was designed to promote gender-responsive labour migration laws, policies, practices and services, and support the organization, leadership, empowerment of women migrant

workers. It aims to address the legal, policy and institutional gaps and barriers faced by women migrant workers, as well as enhance their access to fair and safe migration by addressing exploitation, forced labour and trafficking. To address violence against women migrant workers, the programme aims to strengthen peer networking, mobilize communities, enhance access to information on available services and support front-liners to provide coordinated services. Addressing the root cause of violence- gender inequality, gender stereotypical knowledge and attitudes, the programme aims at changing these. Collection of data and evidence – starting from labour migration flows to VAW data is fundamental to achieving programme results.

### Objectives and strategic approach

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

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

In being fair, labour migration will be gender equitable in access, opportunity and conditions. According to the ILO, “constructing an agenda for fair migration not only respects the fundamental rights of migrant workers but also offers them real opportunities for decent work.”<sup>5</sup> Labour migration that is safe, refers to migration free of violence and harmful practices. As identified earlier, violence incorporates physical, sexual violence and trafficking but also psychological violence, which includes a range of types of VAW committed by partners, strangers, and the violence of exploitative labour conditions and migration processes.

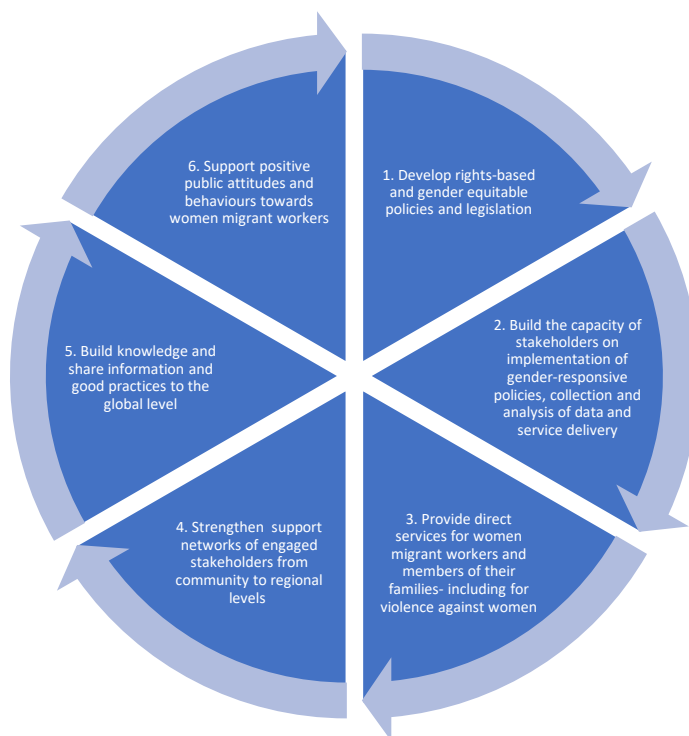
The programme strategy and the selection of outcomes (objectives) and outputs (results) were based on the theory that strengthened legislative and policy frameworks, when supported by institutions with better capacity, alongside greater organization of women, support services and a freer flow of accurate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

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

These long-term results are achieved through interlinking interventions that:

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<sup>5</sup> ILO, Fair Migration: Setting an ILO Agenda, International Labour Conference, 103<sup>rd</sup> Session,



Specifically, the project seeks to achieve the following specific objectives:

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

The programme strategy mainstreams three cross-cutting topics: women’s voice and agency; rights-based approach; and broad engagement of stakeholders.

The programme Theory of Change is annexed at the end of this TOR. The TOC of SAF evaluation aligns with the TOC of the Spotlight Initiative.

### **Coherence with global policy and international normative frameworks**

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

The programme is grounded in international labour standards through the widely ratified ILO conventions of general application as well as those that contain specific provisions on migrant workers. Each of the ASEAN Member States also have obligations under the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). In seeking to strengthen efforts to prevent and respond to trafficking in women for labour, the programme is guided by the widely ratified Protocol to Prevent Suppress and Punish Trafficking in Persons, Especially Women and Children. The programme is informed by and, in turn, informs, the process towards developing the Global Compact for Safe, Orderly and Regular Migration, a commitment made by Member States under the *New York Declaration for Refugees and Migrants*.<sup>6</sup> The programme benefits from the recently developed ILO Guidelines on Fair Recruitment, which guides programme stakeholders. The programme is guided by and contributes to the ILO Strategy for Action towards making Decent Work a reality for Domestic Workers Worldwide, which includes strategic focus on the promotion and ratification of the ILO Convention 189, and building institutional capacity and supporting policy and legislative reforms at the national level.

The programme was designed specifically to contribute to regional goals set at the ASEAN level. The ASEAN's commitment to protecting the rights of migrant workers is set out in the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers. It is included in the work plans of related ASEAN bodies, including the *Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers* (ACMW). Advancing the ACMW work plan and the recommendations of the ASEAN Forum on Migrant Labour (AFML) is key to the success of this programme. The programme is also guided and contributes to the ASEAN Regional Plan of Action on Elimination of Violence Against Women, the ASEAN Committee on Women (ACW) Work Plan and the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) Work Plan, which fall under the Socio-Cultural Pillar. Under the Political-Security Pillar, the programme engages with the Senior Officials Meeting on Transnational Crime (SOM-TC).

### **Synergies with EU strategies and political frameworks**

The programme also comprehensively responds to the EU's advanced policy framework for external relations and development cooperation on migration. Improving legal migration is identified as one out of four priority areas for EU action, including effective management of labour migration, empowering migrant workers, tackling exploitation and promoting ethical recruitment. The Strategic Engagement on Gender Equality within the EU for 2016-2019, as well as an ambitious and robust new EU Gender Action Plan in External Relations 2016-2020 were adopted by the EU in 2015. The programme directly contributes to the EU Gender Action Plan (2016-2020).

### **EU-UN Spotlight Initiative**

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<sup>6</sup> See note 4



This programme is importantly a part of the multi-year **EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls**, a global initiative (2017-2022) focused on eliminating all forms of violence against women and girls (VAWG). The Initiative provides a model for partnership with donors, civil society, and all UN partners, to deliver on the SDGs in a comprehensive manner leveraging comparative expertise. The Spotlight Initiative aims at being transformative, and is evidence and rights-based. Activities address underlying causes of VAWG/harmful practices, including discriminatory social and socio-cultural norms, stereotypes, and unequal power relations. By doing so they contribute to strengthening institutional capacities and accountabilities for improved health and judicial responses increased availability, accessibility and quality of services (in relation to empowerment and support for long term recovery), and enabling the collection of reliable, globally comparable, and quality data.

Within the United Nations system, the Spotlight Initiative is a flagship programme of the development system reforms. It is modelling a new way of working together – that is more coherent, collaborative, inclusive and efficient – under the leadership of Resident Coordinators to develop holistic, technically sound programmes that shatter silos and harness synergies and complementarities. This will increase the effectiveness of programmes and operational efficiencies as well as reduce transaction costs for partners. The modality for delivery of the Spotlight Initiative is through a UN multi-stakeholder trust fund, administered by the Multi-Partner Trust Fund Office (MPTF), with the support of relevant UN agencies. The initiative is overseen by the Executive Office of the UN Secretary-General (EOSG).

The Safe and Fair programme is aligned to the Spotlight Initiative’s theory of change. The overall objective of this programme responds to the impact statement of the initiative by promoting prevention strategies and strengthened multi-sectoral responses and services to address trafficking and violence against women in ASEAN, under component A: Trafficking in Asia; and component B: Violence against women and girls in Asia.

The programme reports to the Spotlight Initiative. As the first programme to be funded by the Spotlight Initiative, Safe and Fair has a unique set of monitoring indicators and targets, corresponding to its thematic focus on women migrant workers. A mapping of the Safe and Fair indicators onto the Spotlight Initiative indicators has been undertaken. The Safe and Fair programme is thus able to report many of its results to the Spotlight Initiative’s results framework.

This Safe and Fair Mid-Term Evaluation will feed into the global Mid-Term Assessment of the Spotlight Initiative.

### **Institutional framework and management arrangements**

This action is implemented in indirect management with the United Nations Development Programme (UNDP) in accordance with Article 58(1)(c) of Regulation (EU, Euratom) No 966/2012 as trustee of the Multi Partner Trust Fund (MPTF) to implement the EU-UN Spotlight Initiative. The UN MPTF Office as trustee of the MPTF while ILO and UN Women will be the Recipient UN Organizations

in accordance to the Fund MOU or Co-delegates in accordance with the PAGODA Co-delegation agreement. ILO is the lead agency of the action, ensuring full cooperation with co-implementing entities and with the EU Delegations in Thailand and in Indonesia.

## **Governance framework**

A governance framework provides strategic and technical governance to the programme at regional and national levels. The European Commission, EU Delegations and relevant ASEAN bodies are involved at appropriate levels. At the inception of the programme, a Project Steering Committee was set up to ensure coordination between ILO, UN Women and UNODC in implementation, to ensure information flow with the EU Delegations in the region facilitated through the EU Delegation in Thailand, as well as to provide an opportunity to identify and exchange good practices.

In addition a Regional Project Advisory Committee (RPAC) is convened at the regional level on an annual basis and comprises key tripartite plus stakeholders at the regional level including ASEAN bodies, and representatives of relevant EU Delegations and European Commission HQ. The RPAC provides guidance on the implementation of the programme, and endorses a proposed regional annual work plan. At national levels in each country, a tripartite plus Project Advisory Committee (PAC) is convened annually (and in some countries biannually) in close coordination with the EU Delegation on the ground to provide guidance on the implementation of the programme, and endorses a proposed annual work plan. A CSO Reference Group meets annually, and was established in 2020, in line with Spotlight Initiative's CSO Reference Group structure. It is a core group of relevant regional, national and local organizations addressing violence, abuse and exploitation in the ASEAN region and provides a space for accountability, transparency and knowledge sharing, ensuring that the programme effectively adhere to the principle of leaving no one behind. This is an informal group (not in prodoc of SAF) set up in line with Spotlight Initiative's CSO engagement principles.

## **Evaluation Purpose, Scope and Clients**

The present MTE has a dual-purpose: project improvement and organizational learning. The evaluation will seek to determine ways in which the project can make mid-course corrections in order to fully realize its outcomes. The evaluation will also attempt to contribute to organizational learning by identifying lessons that have been learned and emerging good practices. This information can inform future project designs.

Scope sets boundaries around the object of evaluation. It determines what is included in the study, and what is excluded. The scope of this evaluation is the project activities in the ASEAN region from inception in 2018 to Q4 2020. This would include countries of origin (Cambodia, Indonesia, Lao PDR, Myanmar, Philippines, and Vietnam) and countries of destination (Brunei Darussalam, Malaysia, Singapore and Thailand); also targeting women migrant workers migrating to East Asia (China (Hong Kong, Taiwan), Republic of Korea), and the Gulf Cooperation Council States, although no programming takes place in these countries. During the inception phase, a sample of countries for in-depth study may be selected.

The clients of the MTE findings will be the management team of the Safe and Fair programme, the programme’s donors (EU, and the Spotlight Initiative), ILO and UN Women evaluation units at headquarters, and the ILO, UN Women, and UNODC regional and field offices. Secondary parties making use of the results will include tripartite constituents and civil society organizations who have partnered with the project, as well as other agencies working on labour migration and human trafficking at national and regional levels.

### Mid-term Evaluation objectives

- to assess the **relevance** of the Safe and Fair Programme within the ASEAN and COVID-19 context and the extent to which the model responded to the priorities and needs of women migrating for labour;
- to assess the **coherence** of the Safe and Fair Programme with respect to the UN system efforts and joint approach;
- to identify effective **strategies**, barriers and challenges to progress towards the specific objectives;
- to determine the extent to which the Programme is **cost-effective** and was implemented in the most **efficient** manner including the role of the management and coordination mechanisms in supporting and guiding the programme management team
- to assess the extent to which the Safe and Fair implemented a human **rights** and gender **responsive approach** in the design and implementation.
- to propose **lessons learned and recommendations** for the subsequent phase of Safe and Fair.

### Criteria and Questions

Based on UNEG, ILO, UN Women, and EU evaluation guidelines and standards, the criteria in Table 1 will be applied to assess the relevance of the programme to target group needs, the coherence of the programme design, the programme’s **efficiency and effectiveness, the impact of the results and the potential for sustainability**. For each criterion, two or three specific evaluation questions are suggested. The questions seek to address priority issues and concerns of the national constituents and other stakeholders, in consultation with the Evaluation stakeholders, the evaluation team is expected to refine the below key questions and elaborate sub-questions and means for answering them in an evaluation matrix.

Evaluations will explicitly apply key principles for human rights and gender-responsive evaluation.<sup>7</sup> This ensures that the process of the evaluation is as important as the focus of evaluation. To the extent possible, the *Spotlight Initiative M&E Strategy* (available from the Safe and Fair programme) will also guide evaluations. These guidelines adhere to of the OECD-DAC Evaluation Quality Standards.

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<sup>7</sup> UNEG: *Integrating Human Rights and Gender Equality into Evaluations* (UNEG, 2014).

Table 1. Evaluation Criteria and Key Questions

| Assessment Criteria              | Questions to be addressed   |
|----------------------------------|---|
| Relevance                        | <p>To what extent are the objectives of Safe and Fair consistent with beneficiary requirements, country needs, global priorities, international normative frameworks, and partners’ and donor policies, especially with regards to migrants’ rights and gender equality?</p> <p>To what extent has Safe and Fair responded and adapted appropriately and according to the priorities and needs of stakeholders within the shifting and dynamic context at regional and country levels, including COVID-19 pandemic?</p> <p>To what extent does the programme align to the principles of the Spotlight Initiative as listed in the Spotlight Initiative Fund TORs?</p> |
| Coherence & Validity of Design   | <p>To what extent is Safe and Fair being implemented in a manner that maximizes coherence of the UN system? Are the relevant agency programmes coordinating efforts (e.g. Triangle, PROMISE)?</p> <p>To what extent are the expected “interlinkages” of the outcomes (specific objectives) sufficiently defined and implemented coherently?</p> <p>To what extent is the approach strategic and making use of the ILO and UN Women’s comparative advantages?</p>  |
| Effectiveness                    | <p>To what extent is Safe and Fair progressing with the planned work, and to what extent are the specific objectives expected to be achieved?</p> <p>What were the factors of success?</p> <p>What were the challenges?</p>   |
| Human Rights and Gender Equality | <p>To what extent is the programme identifying, reaching and responding to the priorities and needs of the most excluded groups of women migrant workers?</p> <p>To what extent will the programmes interventions contribute to transformative change through addressing the structural barriers and exclusionary norms and harmful practices?</p> <p>To what extent is the programme applying a rights-based approach in its implementation (inclusive, participatory, transparent, etc.)?</p> <p>To what extent are women’s voice and agency promoted through the programme?</p>  |

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|---------------------------|---|
| Organizational Efficiency | <p>How does the programme apply value-for-money in its design and implementation?</p> <p>How economically and timely are Safe and Fair resources/inputs (e.g. financial, human, institutional, technical, etc.) converted to results?</p> <p>To what extent were the evaluability assessment recommendations implemented to enhance the evaluability of the programme?</p> <p>Is the project management structure facilitating good results and efficient delivery? Is there a clear understanding of roles and responsibilities by all parties involved? How effective is communication between the programme team, the ILO, UNWomen and the national implementing partners?</p> <p>How effectively does the programme management team employ results based monitoring approach?</p> |
|---------------------------|---|

## Crosscutting Issues

The evaluations will address the ILO’s crosscutting policy drivers – gender equality, non-discrimination, and social transformation. In terms of this evaluation, this implies involving both men and women, and other social/cultural categories as relevant by country in the consultation, evaluation analysis and evaluation team. Moreover, the evaluators should review data and information that are disaggregated by sex at a minimum and assess the relevance and effectiveness of gender-related strategies and outcomes to improve lives of women and men. All this information should be included in the inception report and final evaluation report.

## Evaluation Approach

The evaluation will use mix of evaluation approaches and ensure triangulation of information. It will, in part, use a theory-based and gender responsive approach to assessing progress towards the specific objectives. It will, in part, use a goal-based approach to examine the project’s achievements. It will, in part, use a case study approach to examine the countries or approach (i.e. capacity development) under review. It will, in part, use a mixed methods approach (e.g. document analysis, interviews, direct observation and surveys) to ensure the validity and reliability of the findings. It will, in part, use a participatory approach in that, to the extent possible, the evaluation will involve key stakeholders such as rights holders, civil society, government, ILO Tripartite Constituents, personnel and strategic partners.

## Evaluation Methodology

It is anticipated that, because of the pandemic, face-to-face data collection will not be possible. Therefore, the evaluators will use the remote data collection methods described in the publications: *Implications of COVID-19 on evaluations in the ILO: Practical tips on adapting to the situation (ILO)*; and [Pocket Tool: for managing evaluation during COVID-19 \(UN Women\)](#). According to the publications, in the scenarios where primary data collection through missions is not an option, the following alternative methods should be considered:

- International consultant to conduct remote interviews
- Project management to provide stakeholder contact information

- National consultant to conduct limited face-to-face interviews in accordance with local UN travel guidance for personnel (which applies to consultants) and COVID-19 precautions in line with WHO guidance.
- Phased consultation process to allow remote interviews during travel restrictions and face-to-face consultation at a second stage
- Web-based surveys

### **Stakeholder participation**

Human rights based approach and Gender-responsive evaluation places people at the center of the process. It is important to engage with key partners from the planning stage through to the use of evaluation. Evaluation stakeholders have been identified based on their role in the Safe and Fair Programme. Stakeholders are not only key informants, but they need to be meaningfully engaged in the process to be able to express their beliefs on an equal footing. These fundamental power dynamics amongst stakeholders must be recognized in the process and ways for engaging meaningful stakeholder participation should be proposed by the evaluation team. The evaluation should be a means for empowering rights holders, in particular, the most vulnerable such as survivors of violence, victims of trafficking, and others, to claim their rights. The evaluation proposal should propose ways in which various stakeholders will be engaged, ensuring that representatives of the most marginalized or groups in vulnerable situation are able to participate throughout the evaluation process.

### **Expected Outputs**

The deliverables from the evaluation will include:

- Inception presentation: this presentation will be made to the evaluation reference group to outline key aspects of the inception report. Feedback from the ERG will be integrated into the inception report.
- Inception report: This document constitutes the operational plan of the evaluation, and should be aligned with the ToR. The purpose of the inception report is to ensure that a common understanding and agreement on the evaluation approach is reached.
- Preliminary findings: this is an interim product that presents the preliminary findings and ideas on the way forward to the ERG for consultation to identify: major gaps, factual errors and errors of interpretation. Feedback received during the presentation will feed into the draft report.
- Draft report: the evaluation team should submit a complete and readable draft report to the evaluation manager. The draft report should reflect the evaluative reasoning and critical thinking that were used to draw values-based conclusions following the evidence. The evaluation manager is responsible for checking the quality of the draft report in terms of adequacy and readability. The evaluation

manager circulates the report among stakeholders.

- Final report: the evaluation managers compile the comments received and forward them in a tracking tool for transparency to the evaluator. The evaluator will transparently respond to the feedback in the tracking tool and incorporate feedback as appropriate and submit the final report to the evaluation manager. In general, 3 rounds of revisions should be expected, but the report will not be accepted as final until it meets the quality standards. Guidance on evaluation reports format and specific editing and branding guidelines of the organizations will be followed.

The evaluation team will consolidate information from the desk review, primary and secondary data collection into draft report that will answer the questions set out in the previous section. The length of the report will not exceed 45 pages (excluding annexes).

The report should include specific and detailed recommendations solidly based on the evaluator's analysis and, if appropriate, addressed specifically to the organization/institution responsible for implementing it. The report should also include a specific section on lessons learned and good practices that could be replicated or should be avoided in the future.

Ownership of data from the evaluation rests exclusively with the ILO and UN Women. All raw data files, consent forms and relevant documentation must be returned to UN Women and ILO before release of final payment. The copyright of the evaluation report will rest exclusively with the ILO and UN Women. Use of the data for publication and other presentations can only be made with the written agreement of the UN Women and ILO. All deliverables will be paid for on satisfactory completion and certification by the ILO and UN Women evaluation managers and in line with the UN Women Global Evaluation Reports Assessment and Analysis System (GERAAS). It is anticipated that all deliverables will require at least two revisions before final product is approved and paid.

## Resources and Management

An ILO Senior Evaluation Officer and the UN Women Regional Evaluation Specialist of the Independent evaluation functions will co-manage the evaluation process. The co-managers responsibilities include managing the respective contract with the evaluation consultants, consulting on methodological issues and facilitating access to primary and secondary data. Secondary data would include CPO data, project evaluation data, etc. In the region, logistics support will be provided by SAF project management.

An evaluation management group will be established consisting of the Evaluation Managers and Safe and Fair Programme CTA. The EMG provides oversight of the evaluation process ensuring day-to-day progress. An Evaluation Reference Group consisting of the key stakeholders of the programme representing the diverse perspectives will be set up to provide input on the evaluation products at each step: from inception through to using the findings. The management response to the recommendations of the evaluation will be developed jointly. However, the specific recommendations that each agency will be responsible for carrying forward will be clearly specified in the evaluation report. The ILO

and UNWomen will utilize their respective management response approach and tracking systems for the specific recommendations/actions for which they are responsible.

UN Women and ILO may also engage external advisor(s) to assure adherence to ethical standards and provide independent thematic expertise.

The evaluation will be Co-led by one international evaluation consultant with labour migration expertise (to be managed by the ILO SEO) and one with EAW expertise (to be managed by the UN Women SEO). A team of national consultants, based in the countries where SAF is being implemented, will also be hired to assist the international consultants with data collection. (Draft National Consultant ToRs can be found in Annex 2). External advisor/s may be engaged to provide technical advice on the evaluation. The responsibilities and profile of the “evaluation team” can be found below. Stakeholders will be consulted on the evaluator selection. The Evaluation team is expected to arrange their own logistics, materials, communication costs and office space required to conduct this evaluation. These costs should be included in the financial proposal. However, Safe and Fair will provide support in contacting key stakeholders.

#### **Responsibilities and Profile of evaluation consultants.**

- Defining roles and responsibilities of the co-team leaders guiding and managing the team throughout the evaluation phases and ensuring quality control and adherence to ethical guidelines;
- Defining the methodological approach. Producing and delivering the inception powerpoint. Drafting the inception report (including all data collection tools), producing the preliminary findings presentation, draft reports and drafting and presenting a final report;
- Providing any technical and methodological advice necessary for this evaluation;
- Ensuring the quality of data (validity, reliability, consistency and accuracy) throughout the analytical and reporting phases.
- Ensuring the evaluation is conducted per TORs, including following ILO EVAL and UN Women guidelines, methodology and formatting requirements. And adheres to evaluation report quality standards: [GERAAS](#) as referred to above.
- Liaising with the evaluation managers and representing the evaluation team in meetings with stakeholders;
- Contributing to the report dissemination and communication by participating in webinars and supporting or providing inputs to evaluation communication products.

#### **Profile**

- Post graduate degree in a field of relevance for the evaluation (Gender, Sociology, Political Science, Anthropology, or other Social Science degree), and have specific experience in the field of labour migration and/or gender-based violence. (one team leader in each thematic area will be chosen)



- Contextual Knowledge of the UN, ILO, UN Women and the ASEAN region;
- Adequate Technical Specialization: Demonstrated knowledge and expertise of labour migration and VAW topics;
- At least 10 years' experience in evaluations of policies, strategies, country programmes and organizational effectiveness; at least 5 years' experience serving as a team leader with experience applying human rights and gender based approaches to evaluation.
- Experience conducting country programme evaluations for UN organizations is an asset
- Expertise in qualitative and quantitative evaluation methods and an understanding of issues related to validity and reliability;
- Fluency in spoken and written English,

It is estimated that the scope of effort required by the evaluation will be approximately 60-70 days. The successful evaluation consultants will be remunerated on an output based total fee.

### **Ethical code of conduct**

Evaluators should have personal and professional integrity and abide by the [UNEG Ethical Guidelines](#) for evaluation and the [Code of Conduct for Evaluation in the UN system](#) to ensure that the rights of individuals involved in an evaluation are respected. Evaluators must act with cultural sensitivity and pay particular attention to protocols, codes and recommendations that may be relevant to their interactions with women. Evaluators will be expected to sign the respective [ILO Code of Conduct and UN Women Evaluation Consultants Agreement Form](#), to show that they have read and understood the UNEG Code of Conduct for Evaluation in the UN System process. The principles behind the Code of Conduct are fully consistent with the Standards of Conduct for the International Civil Service to which all UN staff is bound. UN staff is also subject to any UN specific staff rules and procedures for the procurement of services. The selected team shall sign and return a copy of the code of conduct with their contract.

During the inception phase the team will specify the protocol for ensuring an ethical approach to the evaluation in accordance with [WHO guidelines on research into violence against women](#). Plan should include how protection of subjects and respect for confidentiality will be guaranteed and include engagement of an advisor to guide/review ethical protocols. Arrangements to ensure effective referral of survivors of violence to relevant service providers, if required, during the field research, including training of the field team and how referrals will be managed to ensure focal points can provide assistance if required.

### **Application process**

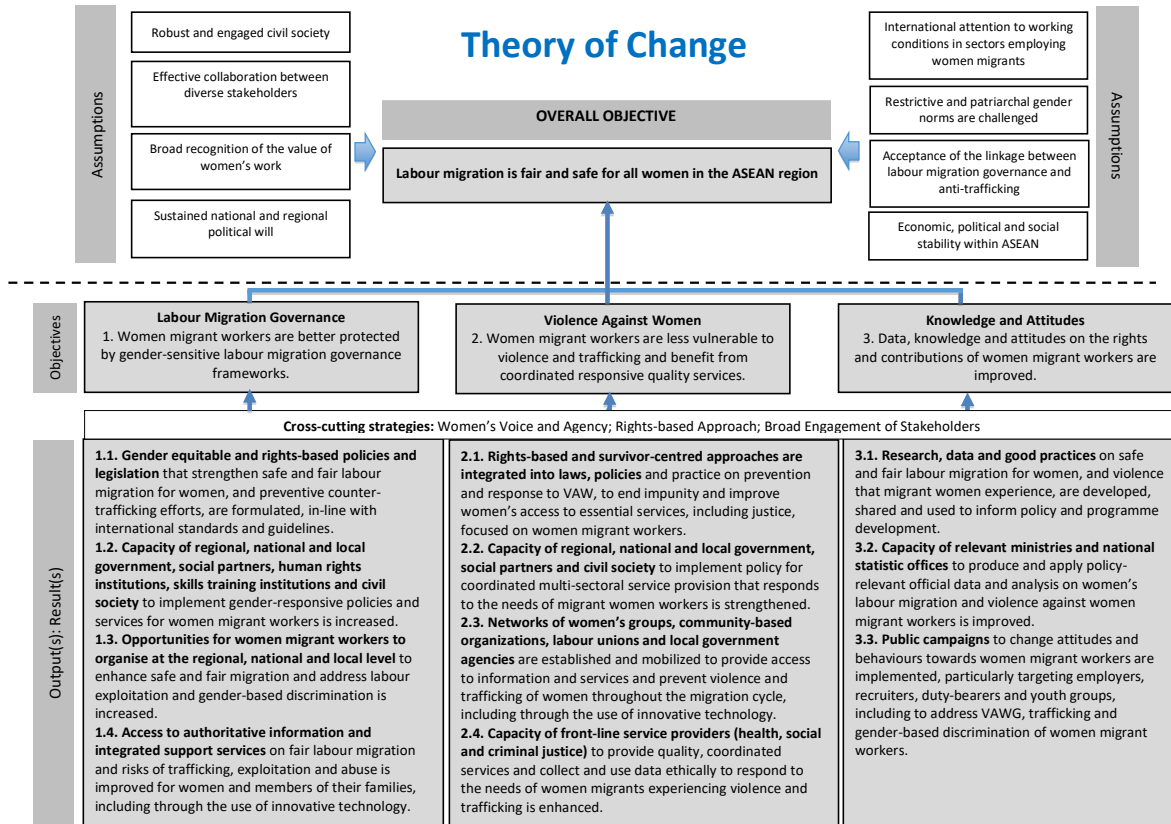
Interested parties are request to submit a proposal in English including: a cover letter that explains how the candidate(s) meet(s) the desired profile, a technical proposal for the evaluation and a financial section, CV(s), fee structure and availability; and at least 2 examples of evaluations where served as team leader and Personal History Form (P11).

For the Evaluation / Labour Migration expert co-team leader: proposals should be sent to the ILO Evaluation Office ([eval@ilo.org](mailto:eval@ilo.org)) indicating the title of the evaluation.

For the Evaluation/ ERAW expert co-team leader: proposals should be sent to the UN Women Regional Office [HR.bangkok@unwomen.org](mailto:HR.bangkok@unwomen.org) indicating the title of the evaluation.

Proposals will be judged based on the following criteria: contextual knowledge, technical specialization, prior experience, clarity and soundness of proposed methodology, language and understanding of the Safe and Fair cross-cutting policy drivers and financial competitiveness.

Annex 1 Theory of Change of SAF



## Terms of Reference

### Independent Evaluation of the ILO's and UN Women's Safe and Fair Project

#### Introduction

The ILO and UN Women are currently undertaking an independent evaluation of the Safe and Fair project. The HLE is led by a two-member team of independent international evaluators. It is managed by an ILO Senior Evaluation Officer and the UN Women Regional Evaluation Specialist. In the light of current Covid 19 pandemic situation, that prevents international missions, it has been decided to engage national evaluators to facilitate country level data collection in selected countries as they have the advantage of location, language and required flexibility in undertaking data collection in this situation.

The ToR for national consultants sets out the required competencies and key tasks of the national level consultants. The sections below outline the specificities of the assignment:

#### Required Competencies

Sound understanding of the ILO's and UN Women's respective mandates.

Strong understanding of the national developmental context including violence against women, gender equality , labour migration issues,

Proven skill in qualitative and quantitative data collection, especially for the purpose of evaluations

Sound local language skills and strong writing skill in English is required.

#### Key tasks

Participate in evaluation management meetings

In coordination with the evaluation managers, the international consultants, project management and country offices, organise (remote) interviews at the country level.

The contact information of constituents/stakeholders/partners to be interviewed will be made available by the project management and Country Offices.

Undertake a limited number of interviews using the interview tool provided by the international evaluators.

Assist the evaluation team in the preparation of country case studies.

Time frame: The assignment comes into effect from the day of signing the contract.

| Dates/Months   | Activities   |
|----------------|--|
| January 2021   | MTE begins; Briefing with evaluator team and provide documents     |
| Early February | Evaluators submit inception report and PPT for presentation to the |

| 2021                       | EMG/ERG   |
|----------------------------|---|
| End February               | Feedback on inception report  |
| February to mid-March 2021 | Data collection   |
| Early April 2021           | Evaluators submit draft MTE report  |
| Early April 2021           | Evaluators brief present a PPT to project team, evaluation management and reference groups EMG quality assures PPT prior to presentation to ERG for factual errors, misinterpretation or major gaps |
| Mid-April to mid-May 2021  | Comments provided on draft  |
| Early June                 | Evaluators submit final MTE report  |
| End June                   | SAF prepares a management response in consultation with ERG; and presents the final recommendations and way forward to EMG + ERG  |

The total duration of the work is expected to take 41.5 days. The findings from the remote interviews will feed into the country case studies which, in-turn, will serve as inputs into the final report.

#### Key deliverables:

Remote interview schedules

Interview notes from any remote interviews that are conducted

Follow-up to responses of on-line survey

#### Management Arrangements

The national consultant will work under the guidance of the international evaluators and work within the briefing provided and framework developed by the evaluation team (evaluation questions and reporting templates).

For all administrative matters as well as matters relating to logistics, the national consultant will communicate with the evaluation managers who will serve as the first port of call for this assignment.

All draft deliverables are to be submitted to the international evaluators for their review and feedback, following which the national consultant would finalise the deliverables

#### Fee:

This contract is an external collaboration contract. The total amount of the contract is US\$ 550/day for 41.5 work days which corresponds to a total contract value of US\$ 22,825.-

#### Terms of payment

One-full payment (100%) of the fees upon receipt of satisfactory to the ILO and timely submission deliverables listed above.

#### Note:

*The national consultants are required to fully comply by the advisories issues by the local government and the UN regarding domestic travels and social distancing.*

*Please keep in mind the contract may have to be terminated prematurely if it appears unfeasible that the desired deliverables will be received/achieved because of COVID related developments.*

*The national consultants are also required to sign the [Code of Conduct Agreement](#) together with the contract document.*

## Annex 2: Evaluation Matrix

### Evaluation of the Safe and Fair Programme Evaluation Matrix

| <b>Evaluation Criterion: Relevance</b>  |   |   |  |  |
|---|---|---|--|--|
| An assessment of the extent to which Safe and Fair’s programming has responded to the needs and priorities of rights holders, particularly women migrant workers who are survivors of violence.             |   |   |  |  |
| Evaluation Question   | Evaluation Sub-Questions  | Indicators  | Data Collection Methods and Sources  | Data Analysis Methods  |
| 1. To what extent is the Programme aligned with international norms, standards, and global priorities – including the Spotlight Initiative - with respect to promoting the rights of women migrant workers? | 1.1. To what extent are the Programme’s objectives, activities, and overall approach aligned with international labour migration norms, standards, and global priorities?<br>1.2. To what extent are the Programme’s objectives, activities, and overall approach aligned with international GEEW norms, standards, and global priorities?<br>1.3. To what extent are the Programme’s objectives aligned with and/or divergent from the goals, objectives and principles of the Spotlight Initiative (as outlined in the Spotlight Initiative’s ToRs)?<br>1.4. To what extent are the Programme’s objectives aligned with EU donor priorities?<br>1.5. To what extent are the Programme’s objectives aligned with the priorities of UN Women and ILO? | <ul style="list-style-type: none"> <li>• Alignment between the Programme’s ToC and SDGs 5, 8, 10, 16, and 17</li> <li>• Alignment between the Programme’s ToC and international GEEW frameworks such as CEDAW, Beijing Declaration and Platform for Action, Declaration of the High-Level Dialogue on International Migration and Development (which recognizes the need to incorporate a gender perspective), etc.</li> <li>• Alignment between the Programme’s ToC and international labour standards such as the Migration for Employment Convention, 1949 (No. 97), the Migrant Workers Convention, 1975 (No. 143), the ILO Convention concerning Decent Work for Domestic Workers, 2011 (No. 189), etc.</li> <li>• Alignment between the Programme’s ToC and the goals, priorities and principles of the Spotlight Initiative, as outlined in its ToRs.</li> <li>• Alignment between the Programme’s objectives and EU donor priorities</li> <li>• Alignment between the Programme’s objectives and the priorities of UN Women and ILO, as outlined in their respective strategic plans</li> </ul> | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• KIIs with Spotlight and EU donors</li> </ul> | <ul style="list-style-type: none"> <li>• Triangulation</li> <li>• Theory of Change Analysis</li> </ul> |

|  |   |  |   |   |
|--|---|--|---|---|
| <p>2. To what extent has the Programme responded to the needs of its stakeholders, particularly women migrant workers who have experienced violence, within shifting contexts including the Covid-19 pandemic?</p> | <p>2.1. What are the different needs of women migrant workers, including those who have experienced violence, across origin and destination programming countries?</p> <p>2.2. In what ways are these needs intersecting and caused by multiple forms of discrimination and vulnerability?</p> <p>2.3. To what extent is the Programme using a holistic approach to address the multiple intersecting needs of women migrant workers and the factors that affect them?</p> <p>2.4. How have the needs of women migrant workers, including those who have experienced violence, changed since programme inception (including as a result of Covid-19) and to what extent has the Programme adapted to meet these changing needs?</p> | <ul style="list-style-type: none"> <li>• Documented and self-reported needs of women migrant workers, including survivors of violence.</li> <li>• Differences in needs of women migrant workers across origin and destination programming countries</li> <li>• Examples of intersecting needs</li> <li>• Causes of discrimination and vulnerability driving the needs of women migrant workers</li> <li>• Examples of changing needs of women migrant workers, including those who have experienced violence, since programme inception and particularly as a result of Covid-19.</li> <li>• Alignment between changing needs and programme flexibility and readjustments, including adjustments made to the Programme logic and/or implementation approach</li> </ul> | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• KIIs with Programme management and staff</li> <li>• FDGS with CSOs representing women migrant workers, workers' organisations, employers, recruiters, service providers, and women migrant workers</li> <li>• Survey with NPCs</li> </ul> | <ul style="list-style-type: none"> <li>• Triangulation</li> <li>• Cross-country comparison analysis</li> <li>• Gender equality and equity analysis</li> <li>• Quantitative data analysis</li> <li>• Coding</li> </ul> |
| <p><b>Evaluation Criterion: Coherence</b><br/>An assessment of the extent to which the Safe and Fair Programme is aligned with UN Reform efforts and other similar UN migration initiatives in the region.</p>     |   |  |   |   |
| <p>3. To what extent does the Programme promote coordination and coherence between UN agencies as part of UN harmonization and reform, including drawing on the comparative strengths of ILO and UN Women?</p>     | <p>3.1 In what ways is the Programme aligned with the principles of UN Reform as outlined in the Secretary-General's report Repositioning the United Nations development system to deliver on the 2030 Agenda: ensuring a better future for all: A/72/124 - E/2018/3?</p> <p>3.2 In what ways and to what extent does the Programme leverage the comparative strengths of ILO and UN Women?</p> <p>3.3 What factors have facilitated and/or hindered the Programme's alignment with the principles of UN Reform?</p> <p>3.4 In what ways has alignment with the UN Reform strengthened the Programme?</p> <p>3.5 To what extent is the Programme</p>  | <ul style="list-style-type: none"> <li>• Examples of alignment with UN Reform principles throughout the Programme's planning, implementation, and reporting (i.e. with respect to programme structure, human resources management, financial management, communication, planning, delivery of services and activities, reporting, etc.)</li> <li>• Degree of alignment between the Programme's governance and management structures and processes and the principles outlined by the UN Reform</li> <li>• Strengths and weaknesses of pooled financing mechanisms</li> <li>• Opportunities to strengthen the alignment between the Programme's governance and</li> </ul>   | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• KIIs with Programme Management and Staff</li> <li>• FGDs with Spotlight Representatives and EU Donors</li> <li>• Survey with NPCs</li> </ul>  | <ul style="list-style-type: none"> <li>• Triangulation</li> <li>• Cross-country comparison analysis</li> <li>• Quantitative data analysis</li> <li>• Coding</li> </ul>  |



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|  | <p>complementary to other similar UN programming initiatives in the region such as Triangle, PROMISE, IOM programming, etc.</p>  | <p>management structures and processes and the principles outlined by the UN Reform</p> <ul style="list-style-type: none"> <li>• Instances of synergies between ILO and UN Women as a result of alignment with the UN Reform</li> <li>• Instances of challenges and/or overlap between ILO and UN Women as a result of alignment with the UN Reform</li> <li>• Presence of factors that have facilitated and/or hindered the Programme's alignment with the principles of UN Reform</li> <li>• Degree to which the Programme is greater than the sum of ILO and UN Women contributions</li> </ul> |   |  |
| <p><b>Evaluation Criterion: Effectiveness</b><br/> An assessment of the extent to which the Safe and Fair Programme has achieved or is on-track to achieving its planned outputs and outcomes, including any differential results across countries and groups of vulnerable women migrant workers.</p> |  |   |   |  |
| <p>4. To what extent is the Programme progressing with the achievement of results and to what extent are the programme objectives likely to be achieved?</p>   | <p>4.1. To what extent have programme results been achieved or are on track to being achieved across the programme's 3 objective areas of labour migration governance, VAW, and knowledge and attitudes?<br/> 4.2. To what extent are expected "linkages" between objective areas logical and contributing towards the achievement of results under each objective?<br/> 4.3. Has the Programme achieved any unexpected results?</p> | <ul style="list-style-type: none"> <li>• Number of outputs achieved</li> <li>• Number of outputs on track to being achieved</li> <li>• Progress towards the achievement of results targets</li> <li>• Degree to which outputs are on track to contributing towards programme objectives</li> <li>• Achievement of results that fall outside of those identified in the programme's results framework</li> </ul>   | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• KIIs with programme management and staff and government partners</li> <li>• FDGS with CSOs representing women migrant workers, workers' organisations, women migrant workers, recruiters, employers, and service providers</li> <li>• Survey with NPCs</li> </ul> | <ul style="list-style-type: none"> <li>• Triangulation</li> <li>• Theory of Change analysis</li> <li>• Cross-country comparison analysis</li> <li>• Quantitative data analysis</li> <li>• Coding</li> <li>• Gender equality and equity analysis</li> </ul> |

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| <p>5. What are the primary factors affecting the achievement and/or non-achievement of results?</p>  | <p>5.1. What factors outside of the programme's control have affected the achievement or non-achievement of results?</p> <p>5.2. What factors within the programme's control have affected the achievement or non-achievement of results?</p>  | <ul style="list-style-type: none"> <li>• Political, social, and economic factors outside of the programme's control</li> <li>• Structural and process-oriented factors within the UN system outside of the programme's control</li> <li>• Financial factors outside of the programme's control</li> <li>• Planning, implementation, and financial factors within the programme's control</li> </ul>   | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• KIIs with programme management and staff and government partners</li> <li>• FDGS with CSOs representing women migrant workers, workers' organisations, women migrant workers, recruiters, employers, and service providers</li> <li>• Survey with NPCs</li> </ul> | <ul style="list-style-type: none"> <li>• Triangulation</li> <li>• Theory of Change analysis</li> <li>• Cross-country comparison analysis</li> <li>• Quantitative data analysis</li> <li>• Coding</li> <li>• Gender equality and equity analysis</li> </ul> |
| <p><b>Evaluation Criterion: Efficiency</b><br/>An assessment of the extent to which the Programme is delivering results in an economic and timely way, using efficient governance, management and implementation structures.</p> |  |   |   |  |
| <p>6. How economically and timely are programme resources (i.e. financial, human, institutional, technical, etc.) converted into results?</p>  | <p>6.1. Has the Programme experienced any delays and if so, what were the principle causes of the delays, how did the Programme respond, and how did they affect the achievement of results?</p> <p>6.2. What structural and management efficiencies has the Programme used to increase its overall degree of efficiency?</p> <p>6.3. Do the programme structure and implementation processes include any elements that do not promote efficiencies?</p> | <ul style="list-style-type: none"> <li>• Degree of timely implementation of planned activities</li> <li>• Presence of factors (such as contextual factors, institutional factors, or financial factors) that may have facilitated or hindered the timeliness of activities</li> <li>• Factors relating to the Covid-19 pandemic and how they have influenced the timeliness of activities</li> <li>• Examples of effects of delays on the achievement of results</li> <li>• Ways in which the Programme responded to delays to mitigate their effects</li> <li>• Timeliness of decision-making</li> </ul> | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• KIIs with programme management and staff and government partners</li> <li>• Survey with NPCs</li> </ul>   | <ul style="list-style-type: none"> <li>• Triangulation</li> <li>• Cross-country comparison analysis</li> <li>• Quantitative data analysis</li> <li>• Coding</li> <li>• Gender equality and equity analysis</li> </ul>                                      |

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|   |   | <ul style="list-style-type: none"> <li>• Degree of streamlined processes and procedures (including communication)</li> <li>• Functioning roles &amp; responsibilities</li> <li>• Resources required to support the Programme's governance structure</li> <li>• Examples of decisions taken to increase efficiencies</li> </ul>   |  |  |
| 7. What are the strengths and weaknesses of the M&E system, and to what extent have the evaluability assessment recommendations been implemented? | <p>7.1. To what extent are the Programme's M&amp;E tools aligned with RBM best practices?</p> <p>7.2. How effective has the M&amp;E framework and monitoring processes been at gathering useful data and informing decision-making?</p> <p>7.3. To what extent have the recommendations from the evaluability assessment been implemented?</p>  | <ul style="list-style-type: none"> <li>• Complete and insightful ToC</li> <li>• Logical framework aligned with SMART principles (including defined baselines and targets)</li> <li>• Results-oriented reporting</li> <li>• Gaps in monitoring data</li> <li>• Existence of decision-making processes that formally refer to monitoring data</li> <li>• Gaps in implementing the recommendations from the evaluability assessment.</li> </ul>   | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• KIIs with programme management and staff,</li> <li>• Survey with NPCs</li> </ul>   | <ul style="list-style-type: none"> <li>• Triangulation</li> <li>• Theory of Change analysis</li> <li>• Cross-country comparison analysis</li> <li>• Quantitative data analysis</li> <li>• Coding</li> <li>• Gender equality and equity analysis</li> </ul> |
| 8. To what extent does the Programme structure and its management processes facilitate the achievement of results?                                | <p>8.1. To what extent does the Programme's governance structure promote strategic decision-making?</p> <p>8.2. To what extent do the Programme's governance structure and management processes engage stakeholders to help guide decision-making?</p> <p>8.3. What are the primary elements of the Programme's governance structure and management processes that facilitate the achievement of results?</p> <p>8.4. Are there any elements of the Programme's governance structure and management processes that hinder the achievement of results?</p> | <ul style="list-style-type: none"> <li>• Level of engagement of decision makers</li> <li>• Accountability of decision makers</li> <li>• Extent of strategic guidance provided by decision makers</li> <li>• Degree to which the governance structure and management processes engage a variety of programme stakeholders and capture their views and priorities</li> <li>• Examples of elements within the Programme's governance structure and management processes that facilitate the achievement of results</li> <li>• Examples of elements within the Programme's governance structure and management processes that hinder the achievement of results</li> <li>• Presence of factors (such as contextual factors, institutional factors, or financial factors) that</li> </ul> | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• KIIs with programme management and staff</li> <li>• FDGs with EU donors and Spotlight representatives</li> <li>• Survey with NPCs</li> </ul> | <ul style="list-style-type: none"> <li>• Triangulation</li> <li>• Cross-country comparison analysis</li> <li>• Quantitative data analysis</li> <li>• Coding</li> <li>• Gender equality and equity analysis</li> </ul>                                      |

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|   |  | <p>may have facilitated or hindered effectiveness of the Programme's governance and management structures and processes</p> <ul style="list-style-type: none"> <li>• Clarify of roles and responsibilities</li> </ul>   |  |  |
| <p><b>Evaluation Criterion: Potential Impact</b><br/>An assessment of the extent to which results will likely contribute towards the Programme Goal of achieving safe and fair labour migration for all women in the ASEAN region.</p>                        |  |   |  |  |
| <p>9. To what extent are programme interventions likely to contribute towards transformative GEEW change by addressing the structural barriers and exclusionary norms and practices that prohibit the fulfillment of the rights of women migrant workers?</p> | <p>9.1. To what extent has the programme design and implementation promoted the achievement of results that target the root causes of violence against women migrant workers and gender discrimination, including institutional and cultural barriers?</p> <p>9.2. To what extent are programme results likely to empower women migrant workers and shift power imbalances between men and women?</p> <p>9.3. To what extent is the Programme having or is likely to have a direct impact on the lives of women migrant workers within the region?</p> | <ul style="list-style-type: none"> <li>• Results targets focused on institutional change</li> <li>• Results targets focused on changing cultural norms and attitudes</li> <li>• Depth of programming focus on the root causes of violence against women migrant workers and gender discrimination, including institutional and cultural barriers</li> <li>• Degree of direct engagement of women migrant workers in the programme design and implementation processes</li> <li>• Extent to which safe spaces supported by the Programme have facilitated the empowerment of women migrant workers</li> <li>• Extent to which the provision of direct services for women migrant workers, especially survivors of violence, have facilitated the empowerment of women migrant workers</li> <li>• Degree to which the Programme promotes migrant workers as active change agents</li> <li>• Presence of activities that directly inform and educate women migrant workers</li> <li>• Presence of activities that facilitate migrant workers to voice their concerns and engage in constructive solutions</li> <li>• Degree of engagement of men and boys</li> </ul> | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• KIIs with programme management and staff, and government partners</li> <li>• FDGS with CSOs representing women migrant workers and workers' organisations, service providers, and women migrant workers</li> </ul> | <ul style="list-style-type: none"> <li>• Triangulation</li> <li>• Theory of Change analysis</li> <li>• Cross-country comparison analysis</li> <li>• Quantitative data analysis</li> <li>• Coding</li> <li>• Gender equality and equity analysis</li> </ul> |
| <p><b>Evaluation Criterion: Potential for Sustainability</b><br/>An assessment of the extent to which the programme results are likely to be sustainable.</p>   |  |   |  |  |
| <p>10. To what extent is the Programme</p>  | <p>10.1. To what extent have sustainable programming elements been integrated</p>  | <ul style="list-style-type: none"> <li>• Examples of sustainable programming elements such as the use of a systems-</li> </ul>  | <ul style="list-style-type: none"> <li>• Document Review</li> </ul>  | <ul style="list-style-type: none"> <li>• Triangulation</li> <li>• Theory of</li> </ul>   |

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| designed to promote long-lasting sustainable change?  | into the programme design?<br>10.2. To what extent does the Programme have mechanisms in place in support the sustainability of results, such as a Sustainability Plan and/or exit strategies for programme initiatives?   | strengthening approach, sustainable strategies such as training of trainers, etc.<br><ul style="list-style-type: none"> <li>• Examples of capacity strengthening of non-state actors</li> <li>• Examples of challenges facing the sustainability of programme results</li> <li>• Existence of a Sustainability Plan and/or exit strategies for programme initiatives</li> </ul>  | <ul style="list-style-type: none"> <li>• KIIs with programme management and staff</li> <li>• FGDs with EU donors and Spotlight representatives</li> <li>• Survey with NPCs</li> </ul>  | Change analysis<br><ul style="list-style-type: none"> <li>• Cross-country comparison analysis</li> <li>• Quantitative data analysis</li> <li>• Coding</li> <li>• Gender equality and equity analysis</li> </ul>  |
| <p><b>Evaluation Criterion: Gender, Equity, and Human Rights</b><br/> An assessment of the extent to which the Programme has taken into consideration the principles of gender equality, equity, and human rights throughout its programming.</p> |  |  |  |  |
| 11. To what extent has the Safe and Fair Programme mainstreamed gender and equity perspectives in the design and delivery of its programming?   | 11.1. To what extent have programme activities been designed using disaggregated data and evidence to capture the differing realities of different groups of vulnerable women migrant workers, including survivors of violence?<br>11.2. To what degree has the Programme contributed towards strengthening data on the needs, experiences and priorities of women migrant workers, including survivors of violence across the region?<br>11.3. To what extent have programme processes been sensitive to the experiences of women migrant workers, including survivors of violence, and have been built to ensure their safety and wellbeing? | <ul style="list-style-type: none"> <li>• Reflection of disaggregated data and evidence that capture the realities of different groups of vulnerable women migrant workers, including survivors of violence, in the programme design</li> <li>• Existence of processes used to base the design of programme activities on disaggregated data and evidence that capture the different realities of vulnerable groups of women migrant workers, including those who have experienced violence.</li> <li>• Identification within programme documents of gaps in data on the needs, experiences, and priorities of women migrant workers, including survivors of violence across the region</li> <li>• Number and type of programme activities that contribute towards efforts to strengthen data collection on the needs, experiences, and priorities of women migrant workers, including survivors of violence across the region</li> <li>• Processes are explicitly based on the “do no harm” principle and engagement with women migrant workers is consistently done in a safe and welcoming environment.</li> </ul> | <ul style="list-style-type: none"> <li>• Document Review</li> <li>• KIIs with programme management and staff</li> <li>• FDGS with CSOs representing women migrant workers and workers’ organisations</li> <li>• FDGS with women migrant workers</li> </ul> | <ul style="list-style-type: none"> <li>• Triangulation</li> <li>• Theory of Change analysis</li> <li>• Cross-country comparison analysis</li> <li>• Quantitative data analysis</li> <li>• Coding</li> <li>• Gender equality and equity analysis</li> </ul> |
| 12. To what extent  | 12.1. To what extent have women’s voices and   | <ul style="list-style-type: none"> <li>• Opportunities promoted by the Programme for</li> </ul>  | <ul style="list-style-type: none"> <li>• Document</li> </ul>   | <ul style="list-style-type: none"> <li>• Triangulation</li> </ul>  |

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| <p>has the Programme applied a rights-based approach to its design and implementation (including using inclusive, participatory, and transparent approaches)?</p> | <p>agency as rights holders been promoted?<br/> 12.2. To what degree have stakeholders been regularly consulted as part of the Programme design and implementation?<br/> 12.3. What level of transparency has been applied across programme mechanisms?</p> | <p>women migrant workers, especially survivors of violence, to share their experiences and priorities.</p> <ul style="list-style-type: none"> <li>• Programming that supports the formation of support networks and unions.</li> <li>• Number of consultations and depth of consultation about the programme design and implementation with women migrant workers and/or organisations that represent them.</li> <li>• Presence of all main programme stakeholder groups in the programme’s governance structure.</li> <li>• Frequency of communication and information-sharing between the programme and stakeholder groups</li> </ul> | <p>Review</p> <ul style="list-style-type: none"> <li>• KIIs with programme management and staff, donors, and Spotlight representatives</li> <li>• FDGS with CSOs representing women migrant workers and workers’ organisations</li> <li>• Survey with NPCs</li> </ul> | <ul style="list-style-type: none"> <li>• Theory of Change analysis</li> <li>• Cross-country comparison analysis</li> <li>• Quantitative data analysis</li> <li>• Coding</li> <li>• Gender equality and equity analysis</li> </ul> |
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## Annex 3: Stakeholder Mapping Table

| <b>Stakeholder</b>   | <b>Main Role in the Programme</b>   | <b>Main Stakes in the Programme</b>   | <b>How the Stakeholder will use the Evaluation Information</b>   |
|----------------------|---|---|--|
| European Commission  | Donor: Provides financial resources to support the project and is a member of the project Steering Committee, RPAC and NPACs  | <ul style="list-style-type: none"> <li>• Financial risk</li> <li>• Reputational risk</li> <li>• Thematic interest in promoting safe migration and EAW</li> </ul>  | <ul style="list-style-type: none"> <li>• Understand the direction of the programme at its midway point, its contributions towards results and the likelihood that planned results will be achieved</li> <li>• Understand the programme's likely return on investment</li> </ul>  |
| Spotlight Initiative | Managing entity: Provides technical support and oversees the programme and is a member of the project Steering Committee  | <ul style="list-style-type: none"> <li>• Programming accountability</li> <li>• Opportunity to advance the rights of women migrant workers, EAW, and ending trafficking of women in ASEAN</li> <li>• Programme contributions/results towards the larger Spotlight Initiative</li> </ul>  | <ul style="list-style-type: none"> <li>• Oversee midterm corrections and adjustments to improve programming</li> <li>• Understand actual and likely contributions towards results</li> <li>• Understand the programme's contributions towards the Spotlight Initiative</li> <li>• Better understand how the Spotlight Initiative's joint management mechanisms are functioning</li> <li>• Increase sustainability of programming and/or plan for subsequent programming phase</li> </ul> |
| ILO                  | Leading Joint Implementing Agency: Jointly manages the programme, provides technical support, convenes partners and stakeholders, and is a member of the project Steering Committee, RPAC and NPACs | <ul style="list-style-type: none"> <li>• Reputational risk</li> <li>• Significant staff investment</li> <li>• Opportunity to advance migration and gender equality work</li> <li>• Opportunity to develop new and strengthen existing partnerships</li> <li>• Opportunity to harness thematic and joint programming learnings</li> </ul>  | <ul style="list-style-type: none"> <li>• Make midterm corrections and adjustments to improve programming</li> <li>• Understand actual and likely contributions towards results</li> <li>• Identify ILO's contributions towards the programme</li> <li>• Better understand how ILO joint programmes are functioning</li> <li>• Increase sustainability of programming and/or plan for subsequent programming phase</li> </ul>   |
| UN Women             | Joint Implementing Agency: Jointly manages the programme, provides technical support, convenes partners and stakeholders, and is a member of the project Steering Committee, RPAC and NPACs         | <ul style="list-style-type: none"> <li>• Reputational risk</li> <li>• Significant staff investment</li> <li>• Opportunity to advance EAW, migration and trafficking work</li> <li>• Opportunity to develop new and strengthen existing partnerships</li> <li>• Opportunity to harness thematic and joint programming learnings</li> </ul> | <ul style="list-style-type: none"> <li>• Make midterm corrections and adjustments to improve programming</li> <li>• Understand actual and likely contributions towards results</li> <li>• Identify UN Women's contributions towards the programme</li> <li>• Better understand how UN Women joint programmes are functioning</li> <li>• Increase sustainability of programming and/or plan for subsequent programming phase</li> </ul>   |
| UNODC                | Joint Implementing Agency: Provides technical support, convenes partners and stakeholders, and is a member  | <ul style="list-style-type: none"> <li>• Reputational risk</li> <li>• Opportunity to advance linkages between EAW, migration and trafficking work</li> </ul>  | <ul style="list-style-type: none"> <li>• Make midterm corrections and adjustments to improve programming</li> <li>• Understand actual and likely contributions towards results</li> <li>• Identify UNODC's contributions towards the programme 31</li> </ul>   |



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|  | of the project Steering Committee, RPAC and NPACs  | <ul style="list-style-type: none"> <li>• Opportunity to develop new and strengthen existing partnerships</li> <li>• Opportunity to harness thematic learnings</li> </ul>   | <ul style="list-style-type: none"> <li>• Increase sustainability of programming and/or plan for subsequent programming phase</li> </ul>  |
| ASEAN Member States (ASEAN Secretariat, National Level Sectoral Ministries)                  | Direct Duty Bearers: Develop increased capacity to design and implement policies and legislation to promote the rights of women migrant workers and to protect them from violence, and are members of the RPAC | <ul style="list-style-type: none"> <li>• Opportunity to increase understanding of issues facing women migrant women workers, especially those who have experienced violence</li> <li>• Opportunity to increase capacity to create policies and legislation that protect and empower migrant women workers, especially those who have experienced violence, and provide them with needed services.</li> <li>• Opportunity to better integrate rights-based and survivor-centred approaches into laws</li> <li>• Opportunity to strengthen the implementation of policy for coordinated multi-sectoral service provision that responds to the needs of migrant women workers</li> <li>• Opportunity to strengthened capacity to produce and apply policy-relevant official data and analysis on women's labour migration and violence against WMWs.</li> </ul> | <ul style="list-style-type: none"> <li>• Improve the performance of government line agencies to design and implement policies that protect and empower women migrant workers, especially those who have experienced violence.</li> <li>• Better understand key issues facing women migrant workers, especially those who have experienced violence, and the processes currently being undertaken to advance their rights.</li> </ul> |
| ASEAN Mechanisms (ASEAN Committee on Migrant Workers (ACMW); ASEAN Committee on Women (ACW); | Direct Duty Bearers: Support ASEAN Member States (AMS) in their commitments on ASEAN priorities related to labour migration (ASEAN Consensus), ending violence against women (ASEAN Regional Plan of Action on | <ul style="list-style-type: none"> <li>• Opportunity to increase understanding of issues facing women migrant women workers, especially those who have experienced violence</li> <li>• Opportunity to advocate for better protection and empowerment of WMWs, especially those who have</li> </ul>   | <ul style="list-style-type: none"> <li>• Improve the performance of government line agencies to design and implement policies that protect and empower women migrant workers, especially those who have experienced violence.</li> <li>• Better understand key issues facing women migrant workers, especially those who have experienced violence, and the processes currently being undertaken to advance their rights.</li> </ul> |

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| ASEAN Commission on the Promotion and the Protection of the Rights of Women and Children (ACWC). | Ending Violence against Women) and trafficking (ASEAN Convention Against Trafficking in Persons, Especially Women and Children.  | experienced violence to support access to services; and<br><ul style="list-style-type: none"> <li>• Opportunity to create policies and legislation that protect and empower women migrant women workers, especially those who have experienced violence, and to support access to services</li> </ul>   |  |
| CSOs, women’s organisations  | Implementing Partner: Connect the Programme to women migrant workers; support activities that advocate for the rights of women migrant workers, especially those who have experience violence; support empowering processes for women to learn about safe migration, express their priorities, organize together, and access services. They are also members of the RPAC and NPACs | <ul style="list-style-type: none"> <li>• Reputational risk</li> <li>• Opportunity to better network and build partnerships</li> <li>• Opportunity to amplify the voices of women migrant women workers</li> <li>• Opportunity to support empowering processes for women migrant workers</li> <li>• Opportunity to influence policies to protect the rights of women migrant workers</li> <li>• Opportunity to positively influence the families and communities of women migrant workers</li> </ul> | <ul style="list-style-type: none"> <li>• Better understand what programme strategies are working across ASEAN countries to empower women migrant workers, increase their access to essential services; and influence legislative change to protect women migrant workers</li> <li>• Develop better strategies to engage and empower women migrant workers; support their access to essential services; and advocate for policies that protect the rights of women migrant workers</li> <li>• Learn about what other grassroots organizations are working on and identify factors that facilitate and/or hinder their work</li> </ul> |
| Workers’ organisations   | Implementing Partner: Advocate for the rights of women migrant workers, support their collective organizing, provide information and services to WMWs (where TUs run MRCs), and support information sharing and organizing efforts. Some are also members of the RPAC and NPACs.   | <ul style="list-style-type: none"> <li>• Opportunity to improve the working conditions of women migrant workers and engage more women migrant workers in collective organizing</li> </ul>   | <ul style="list-style-type: none"> <li>• Better understand what programme strategies are working across ASEAN countries to empower women migrant workers and facilitate their engagement in collective organizing</li> <li>• Develop better strategies to engage and empower women migrant workers and support their engagement in collective organizing</li> <li>• Learn about what other organizations that support women migrant workers are working on and identify factors that facilitate and/or hinder their work</li> </ul>  |
| Service Providers  | Indirect Beneficiary and Direct Duty-Bearer: Receive capacity development support to provide services to women migrant workers, especially   | <ul style="list-style-type: none"> <li>• Opportunity to increase knowledge and understanding of the needs and realities of women migrant workers, especially those who have experienced violence</li> </ul>   | <ul style="list-style-type: none"> <li>• Better understand key issues facing women migrant workers, especially those who have experienced violence, and the processes currently being undertaken to advance their rights.</li> <li>• Better understand what programme strategies are working across ASEAN countries to increase access of women migrant workers,</li> </ul>  |

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|                                    | those who have experienced violence, and are members of NPACs  | <ul style="list-style-type: none"> <li>• Opportunity to increase the access, quality and quantity of services to women migrant workers, especially those who have experienced violence</li> </ul>   | <p>especially those who have experienced violence, to services.</p> <ul style="list-style-type: none"> <li>• Develop better strategies to increase access of women migrant workers, especially those who have experienced violence, to services.</li> </ul>  |
| Employers and Employer Federations | Indirect Beneficiary and Indirect Duty-Bearer: Receive training and capacity development support to increase knowledge of women migrant workers' rights and improve the treatment of women migrant workers in the workplace, and are members of the RPAC and NPACs                                 | <ul style="list-style-type: none"> <li>• Opportunity to better align the actions of employers to human rights standards</li> <li>• Opportunity for employers to better understand the needs and priorities of women migrant workers, especially those who have experienced violence.</li> <li>• Opportunity for employers to better support, protect, and empower women migrant workers, especially those who have experienced violence.</li> <li>• Opportunity for employers to provide strengthened responses to support women migrant workers who have experienced violence.</li> <li>• Reputational risk</li> </ul> | <ul style="list-style-type: none"> <li>• Better understand key issues facing women migrant workers, especially those who have experienced violence, and the processes currently being undertaken to advance their rights.</li> <li>• Better understand what programme strategies are working to protect women migrant workers and respond to violence against women migrant workers in the workplace</li> <li>• Learn about what other employers are doing to promote the rights of women migrant workers, especially those who have experienced violence</li> </ul> |
| Recruitment Agencies               | Indirect Beneficiary: Participate in consultations, receive training on the needs of women migrant workers, promote ethical recruitment practices that are gender sensitive, and strengthen first-response and referrals for women migrant workers, especially those who have experienced violence | <ul style="list-style-type: none"> <li>• Opportunity to better align their actions to international human rights standards</li> <li>• Opportunity to strengthen their first response and referral mechanisms for women migrant workers who require access to services, especially those who have experienced violence</li> <li>• The programme may lead to more women migrants working through legal recruitment channels (such as in Myanmar)</li> </ul>   | <ul style="list-style-type: none"> <li>• Understand how to better serve and protect migrant women workers</li> <li>• Raise more awareness about issues affecting women migrants and their rights</li> <li>• Strengthen ethical recruitment so that is more gender sensitive</li> <li>• Strengthen first response and referral mechanisms</li> </ul>  |

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| Academia /Researchers  | Implementing Partner: Contribute towards the development of knowledge products and training materials.  | <ul style="list-style-type: none"> <li>• Opportunity to generate knowledge about women migrant workers, the kinds of violence they face, and their needs and priorities (including access to services)</li> <li>• Opportunity to generate knowledge to empower women migrant workers to understand their rights</li> <li>• Opportunity to generate knowledge and training materials to support service providers, governments, employers, and recruitment agencies in meeting the needs of women migrant workers</li> </ul> | <ul style="list-style-type: none"> <li>• Obtain information that can influence labour migration courses and curriculum</li> <li>• Understand how knowledge products can contribute to policy-level change</li> <li>• Draw on evaluative evidence to further their knowledge and research</li> </ul>  |
| Media/ Communications Specialists                                    | Implementing Partner: Support awareness-raising of the rights of women migrant workers and promote efforts to reduce negative cultural perceptions against women migrant workers                | <ul style="list-style-type: none"> <li>• Opportunity to raise awareness around the rights of women migrant workers and reduce negative cultural perceptions against women migrant workers</li> </ul>  | <ul style="list-style-type: none"> <li>• Raise awareness about the rights of migrant workers; and</li> <li>• Better understand the strengths and weaknesses of media advocacy strategies</li> </ul>  |
| Women migrant workers, including women who have experienced violence | Rights Holders: Express their own needs and priorities, learn about safe migration practices, organize together in collective such as unions or support networks, and access essential services | <ul style="list-style-type: none"> <li>• Improved or deteriorated human rights situation</li> <li>• Improved or deteriorated cultural perceptions towards them</li> <li>• Opportunity to engage in safer migration practices</li> <li>• Opportunity to have greater representation in political spaces</li> <li>• Opportunity to gain access to essential services</li> </ul>   | <ul style="list-style-type: none"> <li>• Learn about effective strategies to raise awareness about the rights of women migrant workers</li> <li>• Understand what progress is being made to advance the rights of women migrant workers</li> <li>• Identify ways to strengthen the organisations that represent them</li> <li>• Learn more about their rights</li> </ul> |
| Youth  | Indirect beneficiaries: Develop positive perceptions of WMWs and become empowered to participate in positive social norms change  | <ul style="list-style-type: none"> <li>• Opportunity to learn about the value-added of WMWs to society and the kinds of discrimination WMWs face.</li> <li>• Opportunity to develop more positive perceptions of WMWs and</li> </ul>  | <ul style="list-style-type: none"> <li>• Learn more about the rights of women migrant workers and the value they provide to host and origin countries.</li> <li>• Understand what progress is being made to advance the rights of women migrant workers and change social perceptions of WMWs.</li> </ul>  |

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|  |   | to become empowered to participate in positive social norms change   |  |
| Family members and host communities of women migrant workers | Indirect Beneficiaries and Rights Holders: Develop an understanding of the risks and challenges facing women migrant workers and the benefits they bring to host communities. | <ul style="list-style-type: none"> <li>• Risk of reinforcing negative biases and/or stereotypes;</li> <li>• Opportunity to gain a more complete and human rights based understanding of women's economic migration.</li> </ul> | <ul style="list-style-type: none"> <li>• Learn more about the rights of women migrant workers and the role they play in host communities.</li> </ul> |

## Annex 4: Additional Contextual and Background Information

### *Overall Background*

Women represent roughly half of the estimated 10 million migrants in the ASEAN region. Labour migration is an important source of empowerment for women. Women migrant workers make vital social and economic contributions to their communities and countries of origin and destination. Women can exercise considerable agency through their decision to migrate, in particular through decisions related to remitting and spending money. Globally, women are responsible for half of the world's estimated \$601 billion in remittances. Women's labour migration makes broader contributions in both countries of origin and destination, including to social protection. Remittances from women are more likely to be spent on health, education and family and community development, and women are more likely to work in domestic work, which both contributes to the commodification of care whilst freeing up the female labour force in countries of destination to be economically more productive.

The positive experiences and contributions of women migrant workers can only be fully ensured if their labour and human rights are fully protected. Women migrant workers face multiple and intersecting forms of discrimination as women, as migrants, and on the basis of other identities:

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

age, class, race, ethnicity, nationality, religion, marital and family status, sexual orientation and gender identity, disability, health status, and pregnancy<sup>8</sup>. Due to intersecting vulnerabilities and discriminative factors (some of which include discriminatory laws such as gender specific bans, deeply embedded cultural norms and values that discriminate against women, etc.), women migrant workers face a risk of violence, trafficking and abuse from intermediaries and employers, as well as from partners and others. Additionally, for women migrant workers survivors of violence, there are many barriers to access essential services such as

health care, legal, justice, police and social services, even when they are legally working in the country. During their journey, and even prior to it, women migrant workers face a number of risks such as violence, trafficking and abuse from intermediaries and employers, as well as from partners and others. These risks arise regardless of whether women migrate through regular or

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<sup>8</sup> ILO-UN Women 2019 study on Public attitudes towards migrant workers in Japan, Malaysia, Singapore, and Thailand, page 4.

irregular channels and stem from intersecting vulnerabilities and discriminative factors such as poverty, gender, ethnicity, immigration status, education and limited access to information.

Violence against women migrant workers is part of the broader spectrum of violence against women, and the cultural and gendered norms that drive it. Those cultural and gendered norms – including the use of gender specific bans – impact the migration experiences of women, including their decision to migrate and the opportunities available to them, restricting their ability to access regular migration into skilled, safe and well-paid employment. Migrant women often work in lower paid, informal employment with few if any labour protections. Most commonly, women migrants work in agriculture, manufacturing, services, construction, and are also significantly over-represented in domestic work.

*Violence incorporates physical, sexual violence and trafficking but also psychological violence, which includes a range of types of violence against women (VAW) committed by partners, strangers, and the violence of exploitative labour conditions and migration processes.*

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

### *Policies and Legislation in ASEAN affecting Women Migrant Workers*

In 2019, the Safe and Fair Programme commissioned a baseline study of policies and legislation in ASEAN affecting women migrant workers. Although all programming countries have signed and/or ratified the *Protocol to Prevent, Suppress, and Punish Trafficking in Persons, Especially Women and Children* as well as the *Global Compact for Migration*<sup>9</sup>, the study found that across the region, there are no countries that have achieved full compliance with normative standards in relation to gender responsive labour migration laws and policies. Where there are laws and policies that address labour migration, many are gender blind or apply different standards for sectors in which migrant women work – specifically domestic work, entertainment and sex work. This means that migrant women do not have consistent access to labour rights, social protection, or protected workplace conditions. In relation to VAW, whilst all countries of origin had established some form of EVAW policy, this was not the case in countries of destination. In addition, many countries continue to apply a narrow definition to VAW, limited to domestic violence; a few countries also pursue non-gender-responsive provisions related to the use of conciliation in cases of VAW, and exemptions for rape in marriage. There are many cases of positive efforts to provide access to justice and essential services for victims and survivors of

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<sup>9</sup> [https://treaties.un.org/pages/ViewDetails.aspx?src=TREATY&mtdsg\\_no=XVIII-12-a&chapter=18&clang=en](https://treaties.un.org/pages/ViewDetails.aspx?src=TREATY&mtdsg_no=XVIII-12-a&chapter=18&clang=en)

VAW, but there is scope to strengthen compliance, some of which is linked to broadening the definition of VAW and ensuring access to victims and survivors of all forms of VAW. Across the region there is a consistent presence of law and policy addressing trafficking. These laws and policies tend, however, to focus more on provisions related to prosecution and response, with fewer countries achieving full compliance in relation to provisions related to prevention.

### *Access to Services for Women Migrant Worker Survivors of Violence*

In 2019, the Safe and Fair Programme commissioned a baseline study with Monash University, and conducted scoping studies and a mapping of EVAW, trafficking, and labour migration actors and services across the ASEAN region. This research identified that there is no specific data that measures the quality of services for women migrant workers experiencing violence within ASEAN countries. While services for women who experience violence are available in most countries in ASEAN, in many cases such services are still emerging for women nationals of the country, and may not yet be tailored to the needs of women migrant workers. The research found that specific violence against women referral mechanisms for women migrant workers at the national level are not in place. Rather, women migrant workers may be able to access referral mechanisms addressing violence against women in general. In some countries, these referral mechanisms are well developed, while others are very limited in their scope and reach. The difference between countries of origin and destination is minimal: the referral mechanisms in place are not cross-border mechanisms, and they do not specifically involve Embassies or Labour attaches for violence against women referral processes. The research also found that there is an average of two to three networks per country active in preventing violence against women migrant workers and/or trafficking.

The baseline research found that front line service providers (in particular, police, health, immigration, women's support agencies/CSOs and embassies) can and do support women migrant workers. However, a significant challenge is data collection and management as very few services collect this level of specific data regarding those they have provided support to, and, in some contexts, particularly in countries of destination where firewalls may not yet be established, a lack of data collection may actually be safer for women migrant workers. The research found that the need for firewalls between immigration and other actors working as front-line responders for violence against women is one that has been echoed in many locations. Those that do collect data do not disaggregate for women migrant workers. Most countries in the region reported that front line service providers have received trainings on identifying victims of and responding to trafficking in persons (TIP). However, most of these trainings have not been rolled out across all actors or across all geographical locations, especially at the provincial level. In addition, few countries in the region have joint task forces addressing in any way the intersections across VAW, TIP and/or labour migration.



### *Public Attitudes towards Women Migrant Workers*

In 2019, the Safe and Fair Programme and the Triangle Programme commissioned a study of public attitudes towards migrant workers in Japan, Malaysia, Singapore, and Thailand that provided a longitudinal comparison of attitudes surveyed in 2010 in the Republic of Korea, Malaysia, Singapore, and Thailand (the longitudinal comparison was only possible for Malaysia, Singapore, and Thailand). Using the KAP (knowledge, attitudes, and practice) Index, the 2019 study found that while overall migration had increased over the past decade, positive attitudes towards migrant workers had generally declined. Additionally, polarization in views had increased, with people who have limited or no interaction with migrant workers less supportive than before. The study found that the frequency and quality of interaction with migrant workers was a strong predictor of support for migrant workers generally. The study suggests that the decline in positive attitudes towards migrant workers is largely a result of the global rise in nationalism and xenophobic attitudes, which have also risen in the ASEAN region. Even though migration has a direct positive effect on labour market shortages, not all of the public are convinced of the need for migrant workers. High percentages of the public polled (between 52 and 83 per cent) thought that crime rates had increased due to migration. Common stigmas against migrant workers include beliefs that they threaten the destination country's cultural heritage, they have poor work ethic, and that they cannot be trusted. In addition, the majority of the public surveyed were of the view that migrants should not expect the same pay or benefits as nationals for the same job.

When asked specifically about women migrant workers, there was majority support in Japan and Thailand among respondents for women to be allowed to bring their children with them when migrating. In addition, majorities in every country thought that women migrant workers should have rights to maternity leave. The study also found positive public support exists for policy initiatives aimed at supporting women migrant workers, especially related to ending violence against women. In particular, respondents expressed support for shelters to assist women migrant workers who face violence, for stronger enforcement against violence, and for better conditions for domestic workers. While overall social attitudes were in favour of viewing domestic work as a profession and providing better working conditions, positive attitudes among respondents who employ migrant domestic workers in their homes had decreased, suggesting increased employer discrimination against domestic workers.

## *Situating the Safe and Fair Programme within wider global, regional and institutional contexts*

### *Programme placement within ILO and UN Women*

The Safe and Fair Programme is part of the Spotlight Initiative, a flagship Programme of the UN Secretary General, a “whole of UN System” initiative and an SDG Model Fund. It is being jointly implemented by the ILO and UN Women. The ILO and UN Women have a history of working together to promote the rights of women migrant workers across the ASEAN region. From June 2014 – December 2017, they partnered to conduct the joint project *Preventing the Exploitation of Women Migrant Workers in ASEAN*. The final project evaluation recommended that future programming reflect more clearly defined strategic positioning, greater direct engagement of women’s organisations, and the use of a more participatory approach during the programme design and implementation. The evaluation also recommended that UN Women and ILO better define the roles and responsibilities of each entity in future joint work and that the Safe and Fair Programme leverage key results to achieve scale-up.

*The struggle against discrimination and gender equality is at the heart of the ILO, and is the subject of two fundamental conventions: the Equal Remuneration Convention 1951 (No. 100) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).*

*Ending Violence Against Women (EVAW) is one of UN Women’s twelve priorities for action and key thematic components of its corporate theory of change, as outlined in the UN Women 2018- 2021 Strategic Plan.*

### *Sample of other UN initiatives to protect women migrant workers across ASEAN*

There are currently a number of other UN projects and initiatives underway across the ASEAN region to promote the rights of women migrant workers. Below is a description of some of the prominent initiatives that are relevant to the Safe and Fair Programme.

**Triangle<sup>10</sup>:** The ILO’s Triangle Programme, supported by the Australian Department of Foreign Affairs and Trade and Global Affairs Canada, delivers technical assistance with the overall goal of maximizing the contribution of labour migration to an equitable, inclusive and stable growth in ASEAN. As a 10-year programme (2015 – 2025), it works at the ASEAN regional level with country-level activities in Cambodia, Lao People’s Democratic Republic, Malaysia, Myanmar, Thailand and Viet Nam. The Programme’s three main objectives are: 1) Migrant workers are better protected by labour migration governance frameworks; 2) Policies and programmes enable women and men migrant workers to contribute to and benefit from economic and social development; and 3) Labour mobility systems are gender-responsive and increase the efficiency of labour markets.

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<sup>10</sup> Taken from the Triangle Brief on Results, 2019

**Promise<sup>11</sup>:** The International Organisation for Migration (IOM), with implementation support from UN Women, is currently implementing the PROMISE (Poverty Reduction through Safe Migration Skills Development and Enhanced Job Placement) project from October 2017 – September 2021 in Cambodia, Lao PDR, Myanmar and Thailand to improve employment opportunities and conditions for migrant workers, especially women migrant workers, through enhanced skills and protection, with the aim of leading to poverty reduction in communities of origin. Funded by the Swiss Agency for Development and Cooperation (SDC), the project seeks to define a clear pathway to promote better employment opportunities and working conditions for migrants, especially women, through safe migration and skills development in partnership with the private sector, training institutions, civil society and governments.

**GOALS<sup>12</sup>:** In December 2020, UN Women, ILO, and the International Organisation for Migration (IOM) joined forces to launch the three-year *Governance of Labour Migration in South and South-East Asia (GOALS)* regional labour migration programme across South and South-East Asia, with financial support from the Swiss Agency for Development and Cooperation (SDC) designed to ensure safe labour migration for all women and men migrant workers across Colombo Process Member States. This joint programme is the first of its kind between the three agencies to promote safe labour migration across the region.

**Ship to Shore Rights South East Asia<sup>13</sup>:** The Ship to Shore Rights South East Asia Programme is a multi-country, multi-annual initiative of the European Union (EU) and the United Nations (UN), implemented by the International Labour Organization (ILO) in collaboration with International Organization for Migration (IOM) and United Nations Development Programme (UNDP). Its overriding objective is to promote regular and safe labour migration and decent work for all migrant workers in the fishing and seafood processing sectors in South East Asia.

## *UN Reform*

The Safe and Fair Programme is occurring within the UN development system reform context, where the UN Secretary General called in 2018<sup>14</sup> for a repositioning of the UN as a more effective partner to countries in their efforts to achieve the 2030 Agenda. The Spotlight Initiative (the parent initiative of the Safe and Fair programme) is the first Fund implemented that follows the principles of the UN Reform, and is considered a “demonstration fund” for the principles presented by the Secretary General. As part of this reform, UN entities are expected

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11 Taken from Promise Lao Factsheet 2019

12 UN Press Release: *UN Agencies Launch Programme To Support Collaboration and Effective Labour Migration Governance in South and South-East Asia* Posted: 12/17/20

13 <https://shiptoshorerights.org/>

14 The reform of the United Nations development system (UNDS) is mandated by the General Assembly of the United Nations in Resolution A/RES/72/279 of 31 May 2018, which responded to the vision and proposals of Secretary-General António Guterres to reposition the United Nations development system to deliver on the 2030 Agenda.

to engage in more joint programming that can leverage the comparative strengths of each entity. The UN Guidance Note on Joint Programmes identifies elements that should be considered in UN joint programming, such as funding modalities, management arrangements, and expectations with respect to leveraging the comparative strengths of each organisation and jointly planning and reporting on results. The Safe and Fair Programme is designed to align to these principles and, as a programme designed and implemented early in the UN Reform process, is expected to contribute knowledge and lessons learned towards UN Reform efforts with the aim of strengthening future joint programming.

### *Covid-19 Pandemic*

Negative labour repercussions as a result of the Covid-19 pandemic have had a particularly dramatic effect on migrant workers who were already some of the most vulnerable workers across the region before the pandemic. Women migrant workers have experienced unique challenges as a result of the health pandemic and corresponding lock-downs and affected businesses, as outlined in the IOM study *Covid-19 and Women Migrant Workers: Impacts and implications*. For instance, at the onset of the pandemic, many women migrant workers lost their jobs and decided to go back to their home countries. Many were forced to stay in quarantine centers where there is an increased risk of violence<sup>15</sup>. Covid-19 restrictions have also impacted migrant workers' access to services, including VAW services. In some cases, migrant women in domestic work (MDWs) have been dismissed from their jobs due to households' fear of possible transmission of Covid-19 without being able to find new work or return to their country of origin, as countries have closed their borders. In other cases, employers have locked MDWs inside households and not let them outside due to fears of contamination. As a result, women MDWs have been trapped at home all day with their employers and many have faced violence within these households<sup>16</sup>. In many countries, women migrant workers (WMWs) constitute the majority of health workers caring for patients, and many others work as cleaners within hospitals and social care settings, putting them at greater risk of catching the virus. Migrant workers have also faced increased stigmas against them, as they are often erroneously perceived as inherent virus carriers in both countries of origin and destination. The Safe and Fair Programme has operated within this context of increased vulnerabilities and changing realities of women migrant workers.

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<sup>15</sup> SAF produced policy brief: <https://asiapacific.unwomen.org/en/digital-library/publications/2020/06/policy-brief-covid-19-and-women-migrant-workers-in-asean>

<sup>16</sup> IOM study *Covid-19 and Women Migrant Workers: Impacts and implications*, Page 6

## Annex 5: Additional Information on Feminist Evaluation

### **Characteristics of a Feminist Evaluation Approach**

1. Feminist evaluation has as a central focus the gender inequities that lead to social injustice.
2. Discrimination or inequality based on gender is systemic and structural.
3. Evaluation is a political activity; the contexts in which evaluation operates are politicized; and the personal experiences, perspectives, and characteristics evaluators bring to evaluations (and with which we interact) lead to a particular political stance. A feminist evaluation encourages an evaluator to view her- or himself as an activist.
4. Knowledge is a powerful resource that serves an explicit or implicit purpose.
5. Knowledge should be a resource of and for the people who create, hold, and share it. Consequently, the evaluation or research process can lead to significant negative or positive effects on the people involved in the evaluation/research. Knowledge and values are culturally, socially, and temporally contingent. Knowledge is also filtered through the knower.
6. There are multiple ways of knowing; some ways are privileged over others.

(Source: Sielbeck-Bowen et al. 2002: pp. 3–4)

While acknowledging that some gender approaches do incorporate one or more feminist elements, key differences between feminist evaluation and gender approaches may be summed up as follows (Source: [betterevaluation.org](http://betterevaluation.org))

| <b>Gender Approaches</b>   | <b>Feminist Approaches</b>   |
|--|--|
| Identify the differences between women and men in different ways.  | Explore why differences between women and men exist.   |
| Do not challenge women's position in society, but rather map it, document and record it.   | Challenge women's subordinate position; empirical results aim to strategically affect women's lives, as well as the lives of marginalized persons.   |
| View women as a homogenous group, without distinguishing other factors such as race, income level, marriage status, or other factors that make a difference. | Acknowledge and value differences; do not consider women as a homogenous category.   |
| Assume that equality of women and men is the end goal and design and value evaluations with this understanding.  | Acknowledge that women may not want the same things as men and design and value evaluations accordingly.   |
| Do not encourage an evaluator to reflect on her/his values or how their vision of the world influences their design and its findings                         | Emphasize that an evaluator needs to be reflexive and open, and recognize overtly that evaluations are not value free.   |
| Interpret gender as "men" and "women".   | Recognise other gender identities in addition to male and female   |
| Collect gender-sensitive data  | When collecting data, value different ways of knowing, seek to hear and represent different voices and provides a space for women or disempowered groups within the same contexts to be heard. |

## Annex 6: Survey for Safe and Fair National Programme Coordinators (NPCs)

### **Email Survey Introduction**

Dear *(Insert Name)*,

The *Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region* programme is currently undergoing a Midterm Evaluation to assess its performance against OECD/DAC evaluation criteria and strengthen its future programming. As an integral member of the programming team, we would like to invite you to participate in a short anonymous questionnaire as part of the evaluation. It should take no longer than 15 minutes of your time.

Your answers will be automatically submitted directly to the external evaluation team and will remain confidential. The questionnaire includes some background questions (such as country of operation) to help the evaluators understand programming dynamics across countries. While the background questions may make it possible for the evaluators to identify respondents, no answers will be associated with your name, and the results of the survey will be shared with UN staff and programming stakeholders in an aggregated form only ensuring that it is not possible to trace the information back to the source. We encourage you to provide honest feedback to assist the Safe and Fair Programme in strengthening its future programming.

To access the questionnaire, please click on the following link:

[Insert link]

We would greatly appreciate it if you could please complete the questionnaire **by April 27<sup>th</sup>, 2021.**

If you have any questions about the wording of the questionnaire or the completion process, please contact one of the evaluators, Mr. Fernando Garabito at: [fernando@upendoconsulting.org](mailto:fernando@upendoconsulting.org)

We thank you very much for your time and participation!

Sincerely,

Deepa Bharathi and Valentina Volpe

## Questionnaire

### Introduction

*The questionnaire is designed for Safe and Fair National Programme Coordinators (NPCs). The questionnaire includes some background questions (such as country of operation) to help the evaluators understand programming dynamics across countries. While the background questions may make it possible for the evaluators to identify respondents, no answers will be associated with your name, and the results of the survey will be shared with UN staff and programming stakeholders in an aggregated form only ensuring that it is not possible to trace the information back to the source. The questionnaire consists of three sections: background, substantive programming, and operational programming. We encourage you to provide honest feedback to assist the Safe and Fair Programme in strengthening its future programming. Thank you very much for your time and engagement.*

### Section I: Your Background

1. As an NPC, please select the Safe and Fair **programming country** where you operate.
  - [drop down list of countries to choose from]
  
2. You identify with the following **gender**:
  - Female
  - Male
  - Other
  - Prefer not to answer
  
3. Please select the **UN organisation** that contracts you:
  - ILO
  - UN Women
  
4. Please select the most relevant description of your **country programming structure**.
  - I am the only NPC working in my country of operation
  - I am one of two NPCs working in my country of operation
  
5. How long have you been working in your **current post** as a Safe and Fair NPC?
  - 12 – 24 months
  - More than 24 months

### Section II: Substantive Programming

*This section discusses the relevance and effectiveness of the Safe and Fair Programme.*

6. On a scale of 1 -5, how would you rate the extent to which the Safe and Fair Programme has been able to meet the **most pressing needs of women migrant workers** within its programming scope? [scale 1 – 5; very limited extent, 5 – very high extent]



7. On a scale of 1 -5, how would you rate the extent to which the Safe and Fair Programme has been flexible to meet the **changing needs of women migrant workers** within its programming scope **as a result of the Covid-19 pandemic**? [scale 1 – 5; very limited flexibility, 5 – significant flexibility]
8. On a scale of 1 -5, how would you rate the extent to which **women’s voices and agency as rights holders** have been promoted as part of the Safe and Fair programme in your NPC country of operation? [scale 1 – 5; very limited extent, 5 – very high extent]
9. Please select the top three factors that have **facilitated** the achievement of results in your NPC country? [respondents can select up to three responses]
  - Robust and engaged civil society
  - Effective collaboration between diverse stakeholders
  - Sustained national and regional political will
  - International attention to working conditions in sectors employing WMWs
  - Acceptance of the linkage between labour migration governance and anti-trafficking
  - Economic, political, and social stability across the ASEAN region
  - Other [please specify]
10. Please select the top three factors that have **hindered** the achievement of results in your NPC country? [respondents can select up to three responses]
  - Weak engagement of civil society
  - Poor collaboration between diverse stakeholders
  - Decrease of commitment, low prioritization of addressing issues linked to women migrant workers by the national authorities
  - Denial of the linkage between labour migration governance and anti-trafficking
  - Economic, political, and social instability across the ASEAN region
  - Other [please specify]

### **Section III: Operational Programming**

*This section discusses the coherence and efficiency of the Safe and Fair Programme, including the programme’s joint management structure and operations within the context of UN Reform.*

11. On a scale of 1-5, how would you rate the **timeliness** of the delivery of activities within your NPC country of operation? [scale 1-5; 1- very low, 5-very high]
12. On a scale of 1-5, how would you rate the ability of the programme’s **monitoring system** to gather necessary data to make informed decisions and to report on results? [scale 1-5; 1- very low, 5-very high]

13. On a scale of 1-5, how would you rate the degree to which the ILO and UN Women **jointly plan** for programming results through the Safe and Fair Programme in your NPC country of operation?-[scale 1-5; 1- very low, 5-very high]
14. On a scale of 1-5, how would you rate the degree to which the ILO and UN Women **jointly implement** programming through the Safe and Fair Programme in your NPC country of operation?-[scale 1-5; 1- very low, 5-very high]
15. On a scale of 1-5, how would you rate the degree to which the **roles and responsibilities** between ILO and UN Women NPCs are clearly articulated and understood? [scale 1-5; 1- very low, 5-very high]
16. Is there any **overlap** between the roles and responsibilities between ILO and UN Women NPCs?
- No overlap
  - Some overlap
  - Significant overlap
17. On a scale of 1-5, how would you rate the **effectiveness of communication** between ILO and UN Women NPCs? [scale 1-5; 1- very low, 5-very high]
18. What estimated percentage of the time that you spend on day-to-day implementation of programme activities is spent **coordinating** with the other UN joint entity (ILO or UN Women)?
- 0 – 5%
  - 5 – 10%
  - 10 – 25%
  - 25 – 50%
  - Over 50%
19. In what ways could the joint programme’s working arrangements between ILO and UN Women be **improved**?  
[Insert text]
20. In what ways could the **Safe and Fair Programme be modified or improved** between now and 2022 in order to best achieve its planned results? [Insert text]

Thank you very much for your participation in this evaluation. Your insights are highly valuable in strengthening the work of the Safe and Fair Programme.

## Annex 7: Discussion Guides

### Midterm Evaluation of the Safe and Fair Programme Focus Group Discussion Guides

#### FGD Stakeholder Groups:

1. Spotlight representatives
2. EU donor representatives
3. CSOs, women's organisations, and workers' organisations
4. Women migrant workers
5. Service providers
6. Employers and recruiters
7. Youth
8. Media Partners

\* The following discussion guides provide a framework for the FGDs and are intended to be used with a certain degree of flexibility so as to allow the interviewer to prioritize some questions over others and to facilitate the inclusion of follow-up questions, if required. Questions will also be further tailored by evaluators prior to interviews to account for specifics in country programming and project activity.

|   |
|---|
| <b>FGD Guide for:</b><br><b>Spotlight Representatives</b> |
|---|

**Date of Interview:**

**Name of Interviewer:**

#### Information on Interviewees:

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |
| 2.   |     |                    |   |
| 3.   |     |                    |   |
| 4.   |     |                    |   |
| 5.   |     |                    |   |
| 6.   |     |                    |   |

## Introduction

Thank you very much for participating in this evaluation. We appreciate the time that you are taking to share your perspectives and experiences. The midterm evaluation of the Safe and Fair Programme will assess the programme's achievement of results to date as well as provide recommendations to strengthen the remainder of the programme. The evaluation findings and recommendations will be shared through an evaluation report that will be ready in the summer of 2021.

Your participation in this evaluation is voluntary. You can choose not to participate and you can leave the discussion at any time. What we discuss today will be used by the evaluation team to assess the programme, but the specific information shared will remain confidential and will not be shared with any UN staff or programme stakeholders. Only aggregated information will be used to inform the evaluation draft report. Your name will appear as an evaluation participant but it will not be possible to trace information provided back to the source.

Do you have any questions before we begin?

Are you comfortable and willing to participate in this focus group discussion?

*[If the answer is "yes", you may proceed with the discussion. If the answer is "no", then the participant should be thanked again for their time and the discussion should be ended].*

## DISCUSSION QUESTIONS:

***Not all questions will necessarily be posed in each FGD.***

1. Please begin by providing a brief overview of your engagement and experience with the Safe and Fair Programme.
2. In what ways does the Safe and Fair Programme support the objectives of the Spotlight Initiative? To what extent is the Programme aligned with the objectives and principles of the Spotlight Initiative, and are there any areas where there is misalignment between the Safe and Fair Programme and the Spotlight Initiative? If so, where?
3. Does the Safe and Fair Programme have a strong enough focus on ending violence against women, gender and labour migration, and trafficking of women in ASEAN? In what ways could the programme further promote these priorities?
4. Are there any synergies with other Spotlight programming that you expect the Safe and Fair Programme to contribute towards to generate greater impact? If so, which ones?

5. What, if any, plan does the Spotlight Initiative have to promote the sustainability of the Safe and Fair Programming results? Is it likely that there will be a next programming phase?
6. What mechanisms are used to share information and communicate between the Safe and Fair Programme and the Spotlight Initiative (including reporting on results)? How effective are these mechanisms?
  1. How often is information shared?
  2. What degree of transparency is there between the Safe and Fair Programme and the Spotlight Initiative?
  3. Is the Spotlight Initiative receiving all required results reporting in the correct format and in a timely manner?
7. What mechanisms, if any, are used to engage representatives from the Spotlight Initiative in the governance structure and decision-making of the Safe and Fair Programme? What are the strengths and weaknesses of these mechanisms?
8. What recommendations, if any, would you make to improve the Safe and Fair Programme moving forward?

Any other comments or suggestions?

**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.

**FGD Guide for:  
EU Donor Representatives**

**Date of Interview:**

**Name of Interviewer:**

**Information on Interviewees:**

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |
| 2.   |     |                    |   |
| 3.   |     |                    |   |
| 4.   |     |                    |   |
| 5.   |     |                    |   |
| 6.   |     |                    |   |

**Introduction**

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Do you have any questions before we begin?

Are you comfortable and willing to participate in this focus group discussion?

*[If the answer is “yes”, you may proceed with the discussion. If the answer is “no”, then the participant should be thanked again for their time and the discussion should be ended].*

**DISCUSSION QUESTIONS:**

***Not all questions will necessarily be posed in each FGD.***

1. Please begin by providing a brief overview of your engagement and experience with the Safe and Fair Programme.

2. In what ways does the Safe and Fair Programme support the objectives of the European Commission? To what extent is the Programme aligned with the objectives and are there any areas where there is misalignment between the Safe and Fair Programme and the priorities of the European Commission? If so, where?
3. In what ways does the Safe and Fair Programme support the objectives of the Spotlight Initiative? To what extent is the Programme aligned with the objectives and principles of the Spotlight Initiative? Are there any areas where there is misalignment between the Safe and Fair Programme and the Spotlight Initiative? If so, where?
4. Does the Safe and Fair Programme have a strong enough focus on ending violence against women, gender and labour migration, and trafficking of women in ASEAN? In what ways could the programme further promote these priorities?
5. Are there any synergies with other programming in the region that you expect the Safe and Fair Programme to contribute towards to generate greater impact? If so, which ones?
6. What, if any, plan does the European Commission have to promote the sustainability of the Safe and Fair Programming results? Is it likely that there will be a next programming phase?
7. What mechanisms are used to share information and communicate between the Safe and Fair Programme and the European Commission and the EU Delegations (including reporting on results)? How effective are these mechanisms?
  1. How often is information shared?
  2. What degree of transparency is there between the Safe and Fair Programme and the European Commission?
  3. Is the European Commission receiving all required results reporting in the correct format and in a timely manner?
8. What are the strengths and weaknesses of the mechanisms used to engage EU Delegations in the governance structure and decision-making of the Safe and Fair Programme (such as the Regional Project Advisory Committee and the national Project Advisory Committees)?
  1. To what extent are these structures providing strategic advice to the programme?
  2. What process is used to develop the annual work plans and how effective and efficient is this process?
  3. Are all of the programme's main stakeholders represented at the RPAC and PACs?

4. How could the RPAC and the PACs be strengthened?
  
9. What recommendations, if any, would you make to improve the Safe and Fair Programme moving forward?

Any other comments or suggestions?

**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.



**FGD Guide for:**

**CSOs, Women’s Organisations and Workers’ Organisations**  
\* This FGD guide requires translation into national official languages

**Date of Interview:**

**Name of Interviewer:**

**Information on Interviewees:**

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |
| 2.   |     |                    |   |
| 3.   |     |                    |   |
| 4.   |     |                    |   |
| 5.   |     |                    |   |
| 6.   |     |                    |   |

**Introduction**

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Do you have any questions before we begin?

Are you comfortable and willing to participate in this focus group discussion?

*[If the answer is “yes”, you may proceed with the discussion. If the answer is “no”, then the participant should be thanked again for their time and the discussion should be ended].*

**DISCUSSION QUESTIONS:**

***Not all questions will necessarily be posed in each FGD.***

1. Please begin by providing a brief overview of your engagement and experience with the Safe and Fair Programme.
2. In what ways has the Safe and Fair Programme directly engaged women migrant workers, especially those who have experienced violence, and CSOs who represent them in the design and implementation of the programme? Has this engagement been sufficient to effectively influence the programme?
3. In what ways has the Safe and Fair Programme strengthened the agency of women migrant workers, especially those who have experienced violence, to practice safe migration and demand access to services?  
    Probing questions:
  1. How has the programme helped women migrant workers, especially those who have experienced violence, to learn about safe migration practices?
  2. How has the programme helped women migrant workers, especially those who have experienced violence, to speak out about their experiences, needs and priorities?
  3. How has the programme helped women migrant workers, especially those who have experienced violence, to organize in order to better promote their priorities?
  4. How has the programme helped women migrant workers, especially those who have experienced violence, to access necessary services?
4. In what ways has the Safe and Fair Programme helped women migrant workers, especially those who have experience violence, to access needed services?
5. In what ways has the Safe and Fair Programme impacted the families and communities of women migrant workers, including those who have experienced violence?
6. What challenges have you faced with respect to reaching out to and engaging women migrant workers, especially those who have experienced violence, through the Safe and Fair programme?
7. What strategies have worked best to engage women migrant workers, especially those who have experienced violence, in programming that supports their agency and empowerment and helps them to access necessary services?
8. How have the needs of women migrant workers, especially those who have experienced violence, changed since 2018 – especially as a result of the Covid-19 pandemic? How did the Safe and Fair Programme respond to these changing needs?

9. Has the Safe and Fair programming approach and its way of interacting with women migrant workers, especially those who have experience violence, been sensitive to the needs and sensibilities of vulnerable groups and survivors of violence in line with the do no harm principle? If not, what should have been done differently?
10. What more could the Safe and Fair Programme do to further support women migrant workers, especially those who have experienced violence?
11. What recommendations would you make to the Safe and Fair Programme to improve moving forward?

Any other comments or suggestions?

**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.

**FGD Guide for:**  
**Women Migrant Workers**  
\* This FGD guide requires translation into national official languages

**Date of Interview:**

**Name of Interviewer:**

**Information on Interviewees:**

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |
| 2.   |     |                    |   |
| 3.   |     |                    |   |
| 4.   |     |                    |   |
| 5.   |     |                    |   |
| 6.   |     |                    |   |

**Introduction**

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Do you have any questions before we begin?

Are you comfortable and willing to participate in this focus group discussion?

*[If the answer is “yes”, you may proceed with the discussion. If the answer is “no”, then the participant should be thanked again for their time and the discussion should be ended].*

## DISCUSSION QUESTIONS:

*Not all questions will necessarily be posed in each FGD.*

1. In what ways did you participate in the Safe and Fair Programme?
2. What did you learn through the Safe and Fair Programme about safe migration practices?
3. Through the Safe and Fair Programme, did you share any stories about your migration experiences? If so, how and when did you share these stories? How did it make you feel to share these stories? *(Note for interviewer: this is not the time for women to share their stories as this will divert the FGD away from the next questions. We want to understand the opportunities that the Safe and Fair Programme provided to women migrant workers to share their stories).*
4. Did the Safe and Fair Programme support you to join other women migrant workers in a group to support each other (i.e. through unions or other support networks)? If so, how has joining this group been beneficial for you?
5. Has the Safe and Fair Programme helped you to access any needed services (like diplomatic services, health services, police services, etc.)? If so, which services did the programme help you to access and how did this benefit you?
6. How will the information that you learned or the experiences that you had through the Safe and Fair Programme benefit your family and community back home?
7. How has your migration experienced changed since the start of the Covid-19 pandemic? Did the Safe and Fair Programme help you with any challenges that came up because of the pandemic? If so, please explain.
8. Have you always felt respected by the Safe and Fair programming staff? Were there any times when you didn't feel respected?
9. What recommendations would you make to improve the Safe and Fair Programme?

Any other comments or suggestions?

**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.

**FGD Guide for:**  
**Service Providers**  
\* This FGD guide requires translation into national official languages

**Date of Interview:**

**Name of Interviewer:**

**Information on Interviewees:**

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |
| 2.   |     |                    |   |
| 3.   |     |                    |   |
| 4.   |     |                    |   |
| 5.   |     |                    |   |
| 6.   |     |                    |   |

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Are you comfortable and willing to participate in this focus group discussion?

*[If the answer is “yes”, you may proceed with the discussion. If the answer is “no”, then the participant should be thanked again for their time and the discussion should be ended].*

## DISCUSSION QUESTIONS:

*Not all questions will necessarily be posed in each FGD.*

1. Please begin by providing a brief overview of your engagement and experience with the Safe and Fair Programme.
2. What specific knowledge and skills have you learned to better support women migrant workers, especially those who have experienced violence, through the Safe and Fair Programme?
3. How did working with the Safe and Fair Programme help you to provide better quality services to women migrant workers, especially those who have experienced violence?
4. What challenges do you currently face with respect to providing services to women migrant workers, especially those who have experienced violence?
5. What additional support would you need to provide effective and far-reaching services to women migrant workers, especially those who have experienced violence?
6. In what ways has the Covid-19 pandemic affected your ability to provide services to women migrant workers, especially those who have experienced violence? In what ways has the Safe and Fair Programme supported you to overcome any Covid-related challenges?
7. What recommendations would you make to improve the Safe and Fair Programme?

Any other comments or suggestions?

**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.

**FGD Guide for:**  
**Employers and Recruiters**  
\* This FDG guide requires translation into national official languages

**Date of Interview:**

**Name of Interviewer:**

**Information on Interviewees:**

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |
| 2.   |     |                    |   |
| 3.   |     |                    |   |
| 4.   |     |                    |   |
| 5.   |     |                    |   |
| 6.   |     |                    |   |

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Do you have any questions before we begin?  
Are you comfortable and willing to participate in this focus group discussion?  
*[If the answer is “yes”, you may proceed with the discussion. If the answer is “no”, then the participant should be thanked again for their time and the discussion should be ended].*

**DISCUSSION QUESTIONS:**

***Not all questions will necessarily be posed in each FGD.***



1. Please begin by providing a brief overview of your engagement and experience with the Safe and Fair Programme.
2. What specific knowledge and skills have you learned to better support women migrant workers, especially those who have experienced violence, through the Safe and Fair Programme?
3. How did working with the Safe and Fair Programme help you to engage in ethical recruitment and employment of women migrant workers?
4. How did working with the Safe and Fair Programme help you to better address the needs of women migrant workers who have experienced violence?
5. What challenges do you currently face with respect to promoting ethical recruitment and supporting women migrant workers, especially those who have experienced violence?
6. What additional support is needed to further promote ethical recruitment and to support women migrant workers, especially those who have experienced violence?
7. In what ways has the Covid-19 pandemic affected your ability to promote ethical recruitment and support women migrant workers, especially those who have experienced violence? In what ways has the Safe and Fair Programme supported you to overcome any Covid-related challenges?
8. What recommendations would you make to improve the Safe and Fair Programme?

Any other comments or suggestions?

**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.

**FGD Guide for:**  
**Youth**  
\* This FDG guide requires translation into national official languages

**Date of Interview:**

**Name of Interviewer:**

**Information on Interviewees:**

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |
| 2.   |     |                    |   |
| 3.   |     |                    |   |
| 4.   |     |                    |   |
| 5.   |     |                    |   |
| 6.   |     |                    |   |

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Do you have any questions before we begin?

Are you comfortable and willing to participate in this focus group discussion?

*[If the answer is “yes”, you may proceed with the discussion. If the answer is “no”, then the participant should be thanked again for their time and the discussion should be ended].*

**DISCUSSION QUESTIONS:**

***Not all questions will necessarily be posed in each FGD.***

1. Please begin by providing a brief overview of your engagement and experience with the Safe and Fair Programme.
2. What did you know about women migrant workers before participating in the Safe and Fair Programme?
3. What did you learn about women migrant workers through the Safe and Fair Programme? Did you learn anything about the kinds of violence that they face and how to protect their rights to live a life free from violence?
4. Did any ideas or perceptions of women migrant workers that you might have had before participating in the Safe and Fair Programme change as a result of what you learned? If so, how?
5. How do you plan to use the knowledge that you gained through the Safe and Fair Programme to support the rights of women migrant workers?
6. Have you already used the knowledge that you gained through the Safe and Fair Programme in a concrete way to support the rights of women migrant workers? If so, how?
7. What recommendations would you make to improve the Safe and Fair Programme to improve knowledge sharing and encourage positive perceptions of women migrant workers?

Any other comments or suggestions?

**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.

**FGD Guide for:**

**Media Partners**

\* This FDG guide may require translation into national official languages

**Date of Interview:**

**Name of Interviewer:**

**Information on Interviewees:**

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |
| 2.   |     |                    |   |
| 3.   |     |                    |   |
| 4.   |     |                    |   |
| 5.   |     |                    |   |
| 6.   |     |                    |   |

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Do you have any questions before we begin?

Are you comfortable and willing to participate in this focus group discussion?

*[If the answer is “yes”, you may proceed with the discussion. If the answer is “no”, then the participant should be thanked again for their time and the discussion should be ended].*

**DISCUSSION QUESTIONS:**

***Not all questions will necessarily be posed in each FGD.***

1. Please begin by providing a brief overview of your engagement and experience with the Safe and Fair Programme.
2. What strategies have worked best to change public perceptions regarding women migrant workers? How were approaches different in countries of origin versus countries of destination?
3. In what ways have the media strategies integrated the voices of women migrant workers and provided them with a platform to share their experiences and priorities?
4. What challenges have you faced to change public perceptions regarding women migrant workers? How were these challenges different in countries of origin versus countries of destination?
5. How did the Covid-19 pandemic affect your media work with respect to changing public perceptions of women migrant workers, and how did the Safe and Fair Programme adapt to this?
6. How could media work to change public perceptions regarding women migrant workers be strengthened throughout the remainder of the Safe and Fair Programme?

Any other comments or suggestions?

**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.

## **Midterm Evaluation of the Safe and Fair Programme Key Informant Interview (KII) Guides**

### **KII Stakeholder Groups:**

1. Safe and Fair Regional Programming Staff
2. Safe and Fair National Programme Coordinators (NPCs)
3. UNODC Representatives
4. Government Partners
5. Other relevant UN agencies and Resident Coordinators

\* The following discussion guides provide a framework for the KIIs and are intended to be used with a certain degree of flexibility so as to allow the interviewer to prioritize some questions over others and to facilitate the inclusion of follow-up questions, if required. Questions will also be further tailored by evaluators prior to interviews to account for specifics in country programming and project activity.

**KII Guide for:**  
**Safe and Fair Regional Programming Staff**

**Date of Interview:**  
**Name of Interviewer:**

**Information on Interviewee:**

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |

**Introduction**

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Do you have any questions before we begin?  
Are you comfortable and willing to participate in this discussion?  
*[If the answer is “yes”, you may proceed with the discussion. If the answer is “no”, then the participant should be thanked again for their time and the discussion should be ended].*

**DISCUSSION QUESTIONS:**

***Not all questions will necessarily be posed in each interview.***

1. Please begin by providing a brief overview of your engagement and experience with the Safe and Fair Programme.
2. What strategies are working most effectively to achieve results in the areas of legislative reform, provision of services, and changing cultural attitudes?

3. In what areas has the Safe and Fair Programme struggled to achieve planned results?
4. What have been the primary factors that have facilitated and hindered the achievement of results? (Please specify both factors that are within and outside of the programme's control).
5. What major challenges has the programme faced to date with respect to planning, implementation and the achievement of results?
6. How have the needs of women migrant workers changed since programme inception, including as a result of the Covid-19 pandemic? How has the programme responded to these changing needs?
7. Has the Programme achieved any unexpected effects that fall outside of the logical framework? If so, please describe which ones?
8. What kinds of synergies have been produced as a result of the joint nature of the programme between UN Women and ILO?
9. What challenges has the programme faced in terms of joint planning and implementation? How effective has a pooled financing mechanism been for facilitating the achievement of results?
10. What are the strengths and weaknesses of the programme's governance structure? In what ways has the Regional Project Advisory Committee (RPAC) provided strategic advice to the Programme?
11. What are the strengths and weaknesses of the programme's monitoring system? What challenges has the programme faced with respect to monitoring results?
12. What challenges has the programme faced with respect to implementing the Evaluability Assessment Recommendations?
13. In what ways is the programme designed to promote sustainable results? What challenges has the programme faced with respect to promoting sustainable results?
14. What adjustments need to be made to the programme moving forward? What recommendations would you make to strengthen the Safe and Fair Programme?

Any other comments or suggestions?

**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.



**KII Guide for:**  
**Safe and Fair National Programme Coordinators (NPCs)**

**Date of Interview:**

**Name of Interviewer:**

**Information on Interviewee:**

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |

**Introduction**

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Do you have any questions before we begin?

Are you comfortable and willing to participate in this discussion?

*[If the answer is “yes”, you may proceed with the discussion. If the answer is “no”, then the participant should be thanked again for their time and the discussion should be ended].*

**DISCUSSION QUESTIONS:**

***Not all questions will necessarily be posed in each interview.***

1. Please begin by providing a brief overview of your engagement and experience with the Safe and Fair Programme.
  
2. What are the primary results that have been achieved through the Safe and Fair Programme in your country of operation? Specifically, what are the primary results that have been achieved relating to:

- Influencing policy and legislation?
  - Directly engaging with and empowering women migrant workers?
  - Changing cultural attitudes?
3. What strategies are working most effectively to achieve results in the area of legislative reform, provision of services, and changing cultural attitudes in your country of operation?
  4. In what areas has the Safe and Fair Programme struggled to achieve planned results in your country of operation?
  5. Are there any needs of women migrant workers that the programme has not been able to address or has only partially addressed within its programming scope? If so, please explain.
  6. In what ways has the Programme been able to address the shifting needs of women migrant workers as a result of the Covid-19 pandemic? Please provide examples (if any).
  7. What support has the Safe and Fair Programme provided to Migrant Worker Resource Centers (MRCs) in your country of operation? What support is missing from the Programme design or has yet to be provided?
  8. What major challenges has the programme faced to date in your country of operation with respect to planning, implementation and the achievement of results? Specifically, what challenges has the programme faced with respect to:
    - Influencing policy and legislation?
    - Directly engaging with and empowering women migrant workers?
    - Changing cultural attitudes?
  9. How effective has the national Project Advisory Committee (PAC) been at providing a space for stakeholders to engage in the programme's management and to provide strategic programming guidance?
    - How often does the PAC meet?
    - Does the PAC represent the diversity of programme stakeholders in the country
    - Are any stakeholders missing?
    - What kinds of strategic guidance has the PAC provided to the Safe and Fair Programme?
  10. Has the Programme experienced any delays in implementing activities within your NPC country of operation? If so, please explain.
    - What are the primary factors that have caused delays?
    - How have delays affected the achievement of results?

- How did the Programme respond to these delays to mitigate their impact on the Programme?
11. How effective has communication between ILO and UN Women NPCs been as part of the Safe and Fair Programme? What factors have enabled and/or hindered the effective communication?
  12. Please describe any efficiencies that you have been able to achieve as a result of the joint working arrangements between UN Women and ILO.
  13. Please describe any inefficiencies that you have experienced as a result of the joint working arrangements between UN Women and ILO.
  14. What recommendations would you make to strengthen the Safe and Fair Programme?

Any other comments or suggestions?

**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.

**KII Guide for:  
UNODC Representatives**

**Date of Interview:**

**Name of Interviewer:**

**Information on Interviewee:**

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |

**Introduction**

Thank you very much for participating in this evaluation. We appreciate the time that you are taking to share your perspectives and experiences. The midterm evaluation of the Safe and Fair Programme will assess the programme’s achievement of results to date as well as provide recommendations to strengthen the remainder of the programme. The evaluation findings and recommendations will be shared through an evaluation report that will be ready in the summer of 2021.

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Do you have any questions before we begin?

Are you comfortable and willing to participate in this discussion?

*[If the answer is “yes”, you may proceed with the discussion. If the answer is “no”, then the participant should be thanked again for their time and the discussion should be ended].*

**DISCUSSION QUESTIONS:**

***Not all questions will necessarily be posed in each interview.***

1. Please begin by providing a brief overview of your engagement and experience with the Safe and Fair Programme.
2. How has UNODC been engaged in designing and implementing the Safe and Fair Programme?

3. In what ways has the Safe and Fair Programme strengthened linkages between EAW and anti-trafficking systems and actors?
4. What areas exist where further linkages between EAW and anti-trafficking systems and actors should be made?
5. What strategies are working most effectively to strengthen linkages between EAW and anti-trafficking systems and actors?
6. What have been the primary factors that have facilitated and hindered the achievement of anti-trafficking related results? (Please specify both factors that are within and outside of the programme's control).
7. What major challenges has the Safe and Fair Programme faced in terms of strengthening the linkages between EAW and anti-trafficking systems and actors?
8. What are the strengths and weaknesses of the working relationship between UNODC, ILO and UN Women? In what ways could the working relationship be strengthened to achieve greater results?
  - To what extent has UNODC contributed towards the Safe and Fair programme design and annual work plans?
  - How effective is communication between UNODC, ILO and UN Women?
9. What recommendations would you make to strengthen the Safe and Fair Programme moving forward?

Any other comments or suggestions?

**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.

**KII Guide for:**

**Government Partners**

\* This KII guide requires translation into national official languages

**Date of Interview:**

**Name of Interviewer:**

**Information on Interviewee:**

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |

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Do you have any questions before we begin?

Are you comfortable and willing to participate in this discussion?

*[If the answer is “yes”, you may proceed with the discussion. If the answer is “no”, then the participant should be thanked again for their time and the discussion should be ended].*

**DISCUSSION QUESTIONS:**

***Not all questions will necessarily be posed in each interview.***

1. Please begin by providing a brief overview of your engagement and experience with the Safe and Fair Programme.
2. Please describe how the Safe and Fair Programme has supported your government ministry to better create, adapt or implement policies and/or legislation that protects women migrant workers, especially from violence.
3. What added value did the Safe and Fair Programme bring to your efforts?

4. What have been the primary factors that have facilitated or hindered the achievement of results with respect to creating, adapting or implementing policies and/or legislation that protects women migrant workers, especially from violence?
5. What challenges does your government ministry face to create, adapt or implement policies and/or legislation that protects women migrant workers, especially from violence, and how has the Safe and Fair Programme helped you to overcome those challenges?
6. What strengths did the Safe and Fair Programme bring to your work compared to other similar programmes or UN initiatives?
7. What were the strengths and weaknesses of the working relationship with the Safe and Fair staff in terms of communication, cooperation, etc.?
8. How timely was the support provided by the Safe and Fair Programme? Were there any delays and if so, how did they influence the achievement of results?
9. What future support would your government ministry require from the UN to create, adapt or implement policies and/or legislation that protect women migrant workers, especially from violence?

Any other comments or suggestions?

**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.

**KII Guide for:**  
**Relevant UN entities and Resident Coordinators**

**Date of Interview:**

**Name of Interviewer:**

**Information on Interviewee:**

| Name | Sex | Professional Title | Relationship to the Safe and Fair Programme |
|------|-----|--------------------|---|
| 1.   |     |                    |   |

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Are you comfortable and willing to participate in this discussion?

*[If the answer is “yes”, you may proceed with the discussion. If the answer is “no”, then the participant should be thanked again for their time and the discussion should be ended].*

**DISCUSSION QUESTIONS:**

***Not all questions will necessarily be posed in each interview.***

1. Please begin by providing a brief overview of your engagement and experience with the Safe and Fair Programme.
2. In what ways has the Safe and Fair Programme consulted with you to design and implement its programming? How has this been different from other Spotlight Initiative programming?
3. What are the key strengths of the Safe and Fair Programme and the added value to the UN system?
4. What have been the primary factors that have facilitated and hindered the achievement of results within the Safe and Fair Programme? (Please specify both factors that are within and outside of the programme’s control).



5. In what areas has the Safe and Fair Programme struggled to achieve planned results? What challenges has the Programme faced?
6. Is there any overlap between the Safe and Fair Programme and other UN programming? If so, what kind of overlap?
7. Has the Safe and Fair Programme supported synergies with other UN initiatives and programming within the region? If so, please describe how.
8. In what ways is the Safe and Fair Programme supporting the principles of the UN Reform? How could its alignment with and support of the UN Reform be strengthened?
9. What adjustments need to be made to the programme moving forward? What recommendations would you make to strengthen the Safe and Fair Programme?

Any other comments or suggestions?

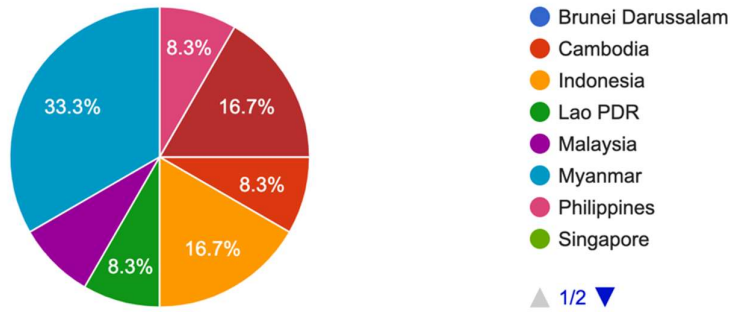
**THANK YOU** very much for your time and participation. The evaluation report should be ready to be shared with stakeholders in the summer of 2021.

## Annex 8: Survey Results

### SAFE AND FAIR: SURVEY SUMMARY

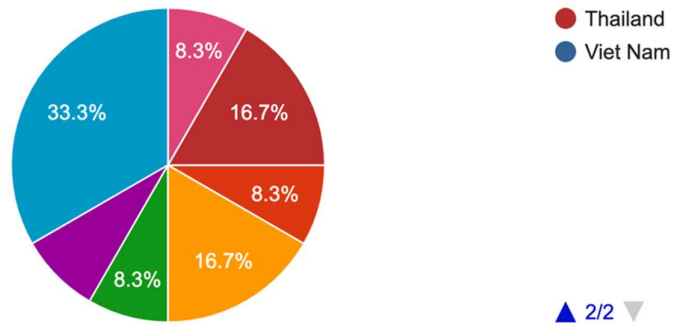
1. As an NPC, please select the Safe and Fair programming country where you operate.

12 responses



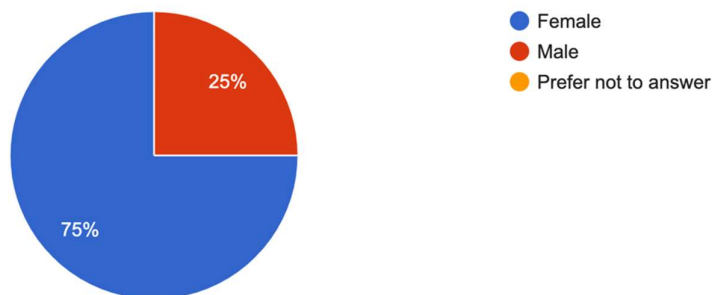
1. As an NPC, please select the Safe and Fair programming country where you operate.

12 responses



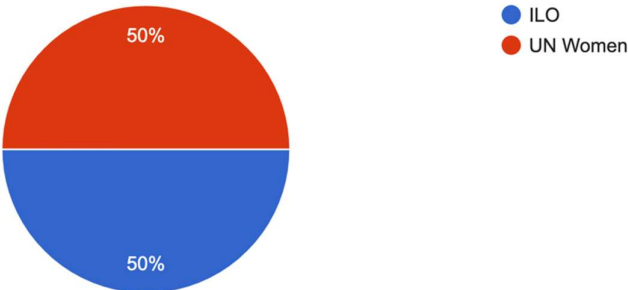
2. You identify with the following gender:

12 responses



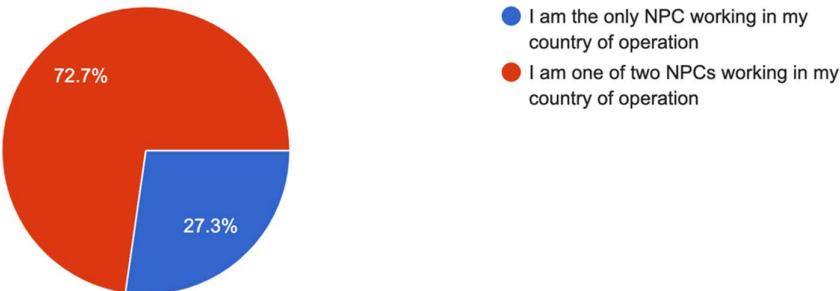
3. Please select the UN organisation that contracts you:

12 responses



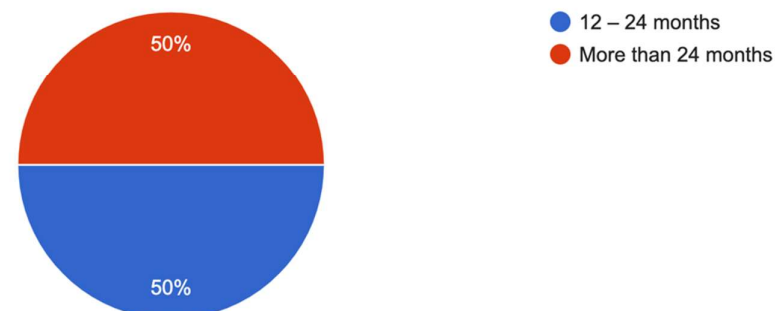
4. Please select the most relevant description of your country programming structure.

11 responses



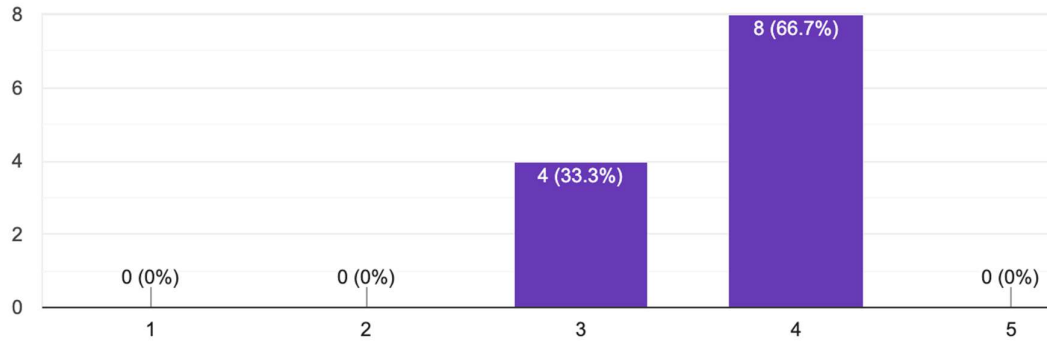
5. How long have you been working in your current post as a Safe and Fair NPC?

12 responses



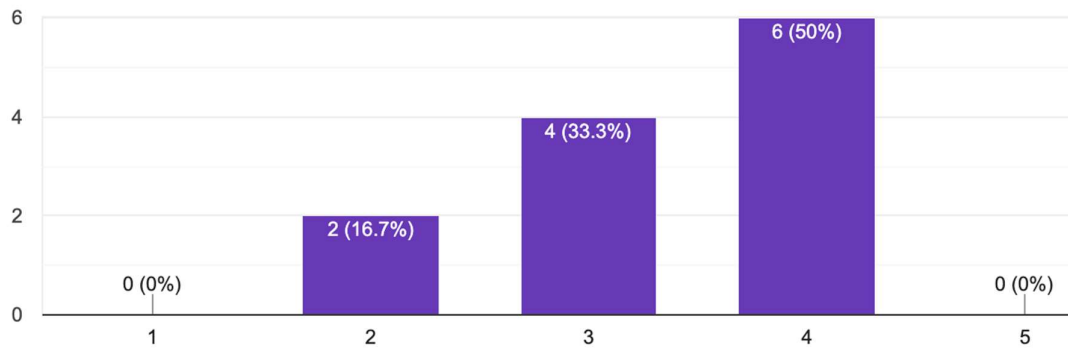
6. On a scale of 1-5, how would you rate the extent to which the Safe and Fair Programme has been able to meet the most pressing needs of women migrant workers within its programming scope? [scale 1 – 5; very limited extent, 5 – very high extent]

12 responses



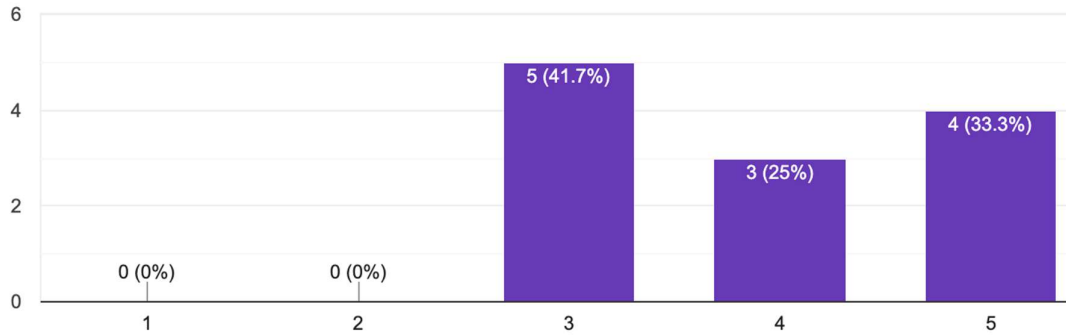
7. On a scale of 1-5, how would you rate the extent to which the Safe and Fair Programme has been flexible to meet the changing needs of women migrant workers within its programming scope as a result of the Covid-19 pandemic? [scale 1 – 5; very limited flexibility, 5 – significant flexibility]

12 responses



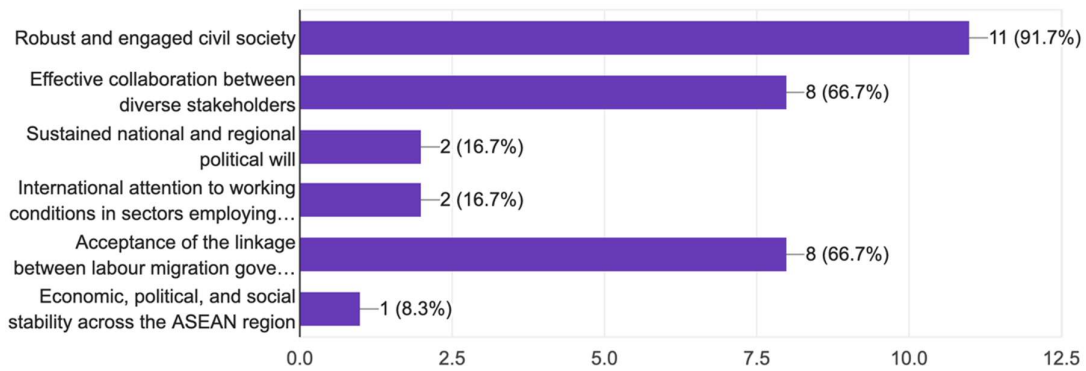
8. On a scale of 1 -5, how would you rate the extent to which women's voices and agency as rights holders have been promoted as part of the Safe and Fair programme in your NPC country of operation? [scale 1 – 5; very limited extent, 5 – very high extent]

12 responses



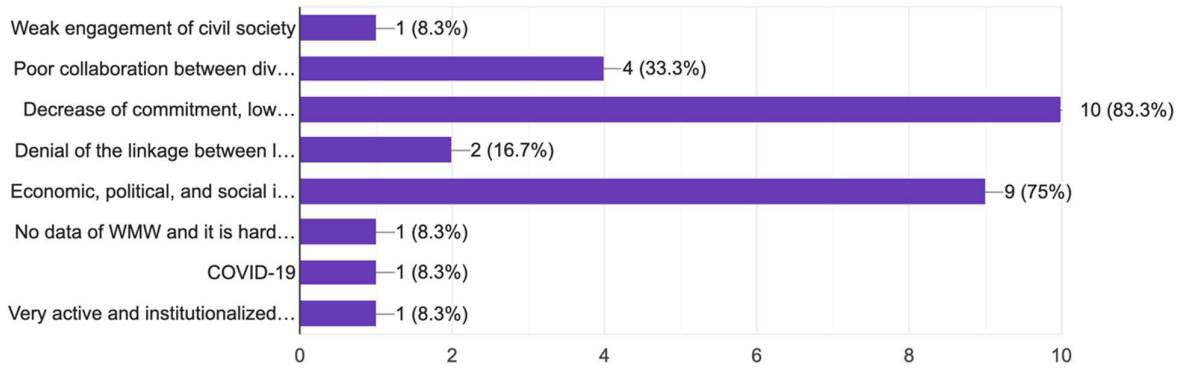
9. Please select the top three factors that have facilitated the achievement of results in your NPC country? [respondents can select up to 3 responses]

12 responses



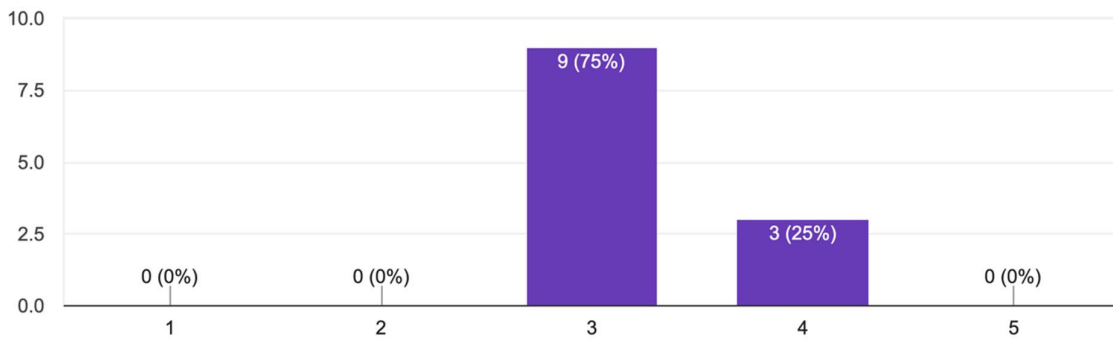
10. Please select the top three factors that have hindered the achievement of results in your NPC country? [respondents can select up to three responses]

12 responses



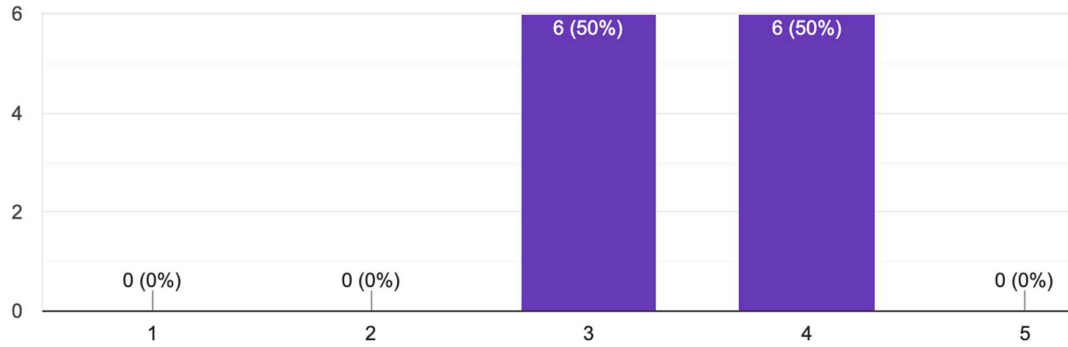
11. On a scale of 1-5, how would you rate the timeliness of the delivery of activities within your NPC country of operation? [scale 1-5; 1- very low, 5-very high]

12 responses



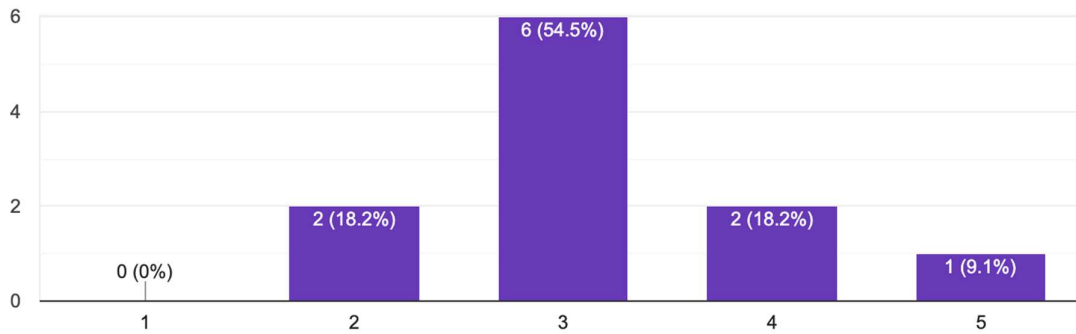
12. On a scale of 1-5, how would you rate the ability of the programme's monitoring system to gather necessary data to make informed decisions and to report on results? [scale 1-5; 1-very low, 5-very high]

12 responses



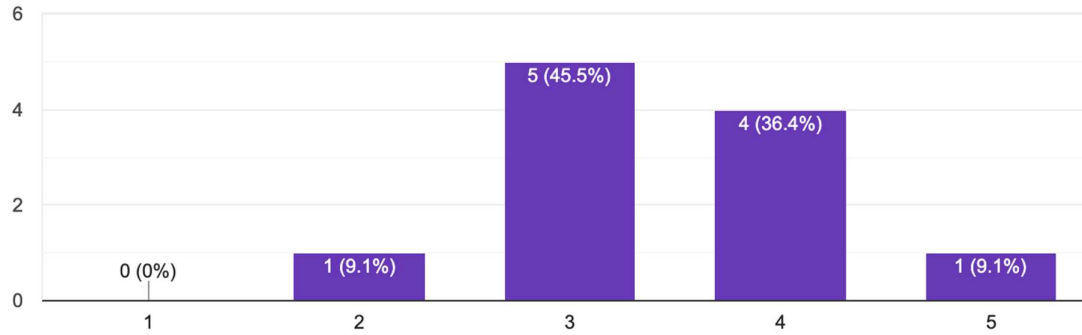
13. On a scale of 1-5, how would you rate the degree to which the ILO and UN Women jointly plan for programming results through the Safe and Fair Programme in your NPC country of operation? [scale 1-5; 1- very low, 5-very high]

11 responses



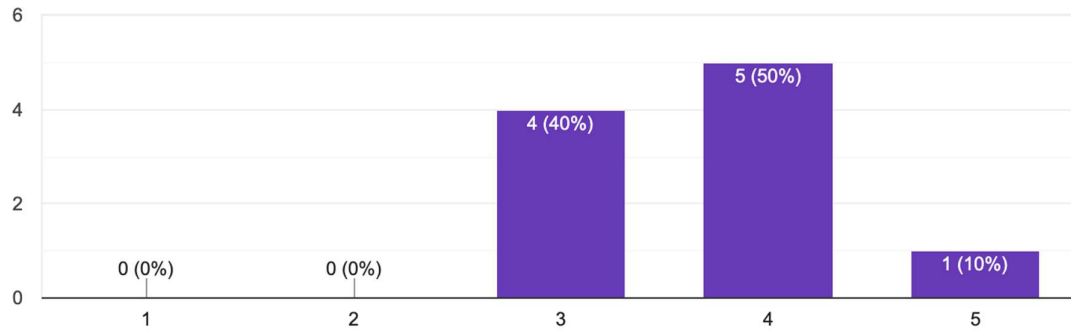
14. On a scale of 1-5, how would you rate the degree to which the ILO and UN Women jointly implement programming through the Safe and Fair Programme in your NPC country of operation? [scale 1-5; 1- very low, 5-very high]

11 responses



15. On a scale of 1-5, how would you rate the degree to which the roles and responsibilities between ILO and UN Women NPCs are clearly articulated and understood? [scale 1-5; 1- very low, 5-very high]

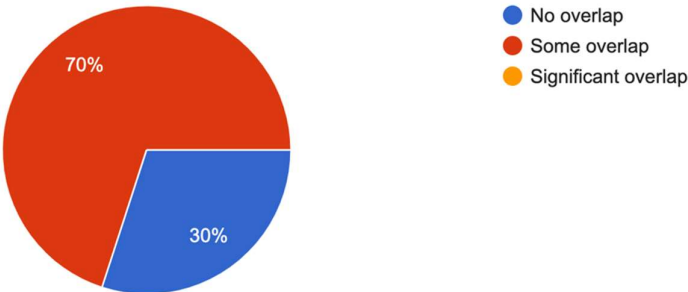
10 responses





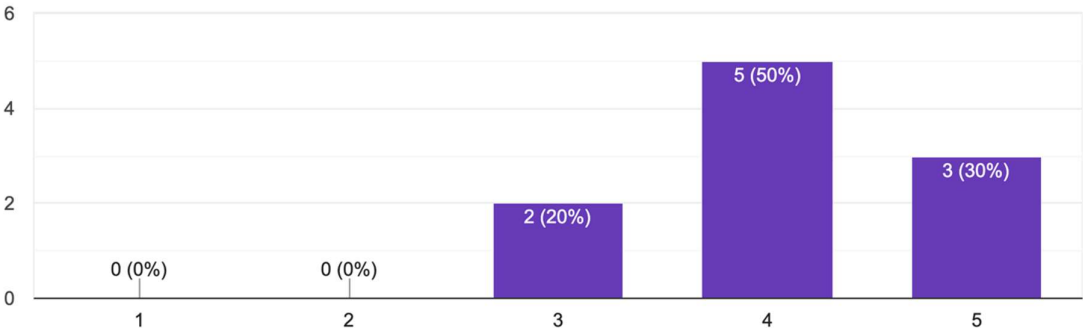
16. Is there any overlap between the roles and responsibilities between ILO and UN Women NPCs?

10 responses



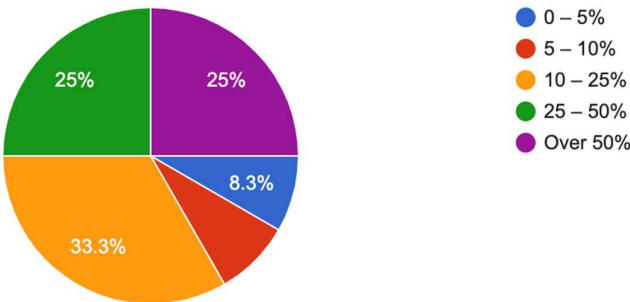
17. On a scale of 1-5, how would you rate the effectiveness of communication between ILO and UN Women NPCs? [scale 1-5; 1- very low, 5-very high]

10 responses



18. What estimated percentage of the time that you spend on day-to-day implementation of the Safe and Fair programme activities is spent coordinating with the other UN joint entity (ILO or UN Women)?

12 responses



## Annex 9: List of Stakeholders Consulted

| Name                  | Title  | Organization  | Stakeholder Group                          | Gender |
|-----------------------|--|---|--|--------|
| Puthborey Pon         | Director of Department, Legal Protection                         | Ministry of Women's Affairs (MOWA), Cambodia                                      | Government Partner                         | M      |
| Borina Morn           | Senior Programme Manager   | CARE, Cambodia  | CSO Partner                                | F      |
| Koy Chamroeun         | Team Leader  | CARE, Cambodia  | CSO Partner                                | M      |
| Sokphay Sean          | Executive Director   | Child Helpline, Cambodia  | CSO Partner                                | M      |
| Pidorkunthea Pen      | Project Coordinator  | Child Helpline, Cambodia  | CSO Partner                                | F      |
| Thak Socheath         | Programme Manager  | Cambodian Women's Crisis Center (CWCC)  | CSO Partner                                | F      |
| Sopheha Khun          | Current NPC  | Safe & Fair   | Current/Former Programming Staff, Cambodia | F      |
| Vutha Phon            | Former NPC   | Safe & Fair UN Women, Cambodia  | Current/Former Programming Staff, Cambodia | M      |
| Ms. Eva Trisiana      | Director of Placement and Protection Indonesia Migrant Worker    | Ministry of Manpower (MOM), Indonesia   | Government Partner                         | F      |
| Mr. Rafail Walangitan | Deputy Assistant Women's Rights Protection in Employment and TiP | Ministry of Women Empowerment and Child Protection (MOWECP), Indonesia            | Government Partner                         | M      |
| Tiasri Wiandani       | Commissioner Komnas Perempuan                                    | National Commission on Violence against Women <i>Komnas Perempuan</i> , Indonesia | Government Partner                         | F      |
| Yuni Asriyanti        | Expert Staff   | National Commission on Violence against Women <i>Komnas Perempuan</i> , Indonesia | Government Partner                         | F      |
| Sri Mulyati           | Director   | SAPA Institute <i>Yayasan SAPA</i> , Indonesia                                    | CSO Partner                                | F      |
| Saadah                | Program Manager  | WCC - Mawar Balquis, Indonesian CSO   | CSO Partner                                | F      |

| Name                            | Title  | Organization  | Stakeholder Group                           | Gender |
|---------------------------------|--|---|---|--------|
| Karmila                         | Shelter Manager  | Pasundan Durebang, Indonesian CSO   | CSO Partner                                 | F      |
| Ms. Dina Nuriyati               | Head of Research and International Cooperation   | SBMI, Indonesian CSO  | CSO Partner                                 | F      |
| Ms. Yatini Sulistyowati         | Head of Migrant Worker Department  | Confederation of Indonesia Prosperity Trade Union (KSBSI), Indonesia                | Trade Union                                 | F      |
| Ms. Sinthia Harkrisnowo         | NPC  | Safe & Fair ILO   | Current/Former Programming Staff, Indonesia | F      |
| Ms. Nunik Nurjanah              | NPC  | Safe & Fair UN Women  | Current/Former Programming Staff, Indonesia | F      |
| Mr. Bounsouan Xaiyasinh         | Director of Promotion and Employment division  | Laos' Ministry of Labour and Social Welfare (MOLSW)                                 | Government Partner                          | M      |
| Ms. Vanny Keoxayyavong          | DDG of Skills Development and Employment Department                                      | Laos' Ministry of Labour and Social Welfare (MOLSW)                                 | Government Partner                          | F      |
| Ms. Vilayvanh Bouphanouvang     | Deputy Secretariat of the National Commission for the Advance of Women; Mother and Child | Lao PDR Women's Union (LWU)   | Government Partner                          | F      |
| Ms. Phaylin Latsabouth          | Director Labour Management Division  | Lao Federation of Trade Unions (LFTU)   | Trade Union                                 | F      |
| Mr. Viengprasith Thiphasouda    | Current NPC  | Safe & Fair UN Women  | Current/Former Programming Staff, Lao PDR   | M      |
| Ms Noor Haryantie bt Noor Sidin | Principal Assistant Secretary  | Ministry of Human Resources (MOHR), Malaysia  | Government Partner                          | F      |
| Ms Syuhaida Abdul Wahab Zen     | Undersecretary   | Anti-Trafficking in Persons and Anti-Smuggling of Migrants Council (MAPO), Malaysia | Government Partner                          | F      |
| Ms Prema Arasan                 | Programme Manager  | Tenaganita, Malaysia  | CSO Partner                                 | F      |
| Ms Glorene Das                  | Executive Director   | Tenaganita, Malaysia  | CSO Partner                                 | F      |
| Ms Sumitra Visvanathan          | Executive Director   | Women's Aid Organisation (WAO), Malaysia  | CSO Partner                                 | F      |
| Ms Irene Xavier                 | Executive Director   | Friends of Women Selangor (PSWS), Malaysia  | CSO Partner                                 | F      |
| Ms New Su                       | Executive Director   | Liber8, Malaysia  | Media                                       | F      |

|                                   |  |   |  |               |
|-----------------------------------|--|---|--|---------------|
| Shern                             |  |   |  |               |
| Mr Karupiah Somasundram           | MRC Coordinator  | Malaysian Trade Union Congress (MTUC)   | Trade Union                                | M             |
| <b>Name</b>                       | <b>Title</b>   | <b>Organization</b>   | <b>Stakeholder Group</b>                   | <b>Gender</b> |
| Ms. Suriya                        | MRC Coordinator (previously)                             | Malaysian Trade Union Congress (MTUC)   | Trade Union                                | F             |
| Yen Ne Foo                        | NPC  | Safe & Fair ILO   | Current/Former Programming Staff, Malaysia | F             |
| Nyein Chan                        | NPC  | Safe & Fair ILO   | Current/Former Programming Staff, Myanmar  | M             |
| May Thu                           | former NPC/now UN Women                                  | Former Safe & Fair ILO  | Current/Former Programming Staff, Myanmar  | F             |
| Ja Seng Ing                       | NPC  | Safe & Fair UN Women  | Current/Former Programming Staff, Myanmar  | F             |
| Merit Hietanen                    | Officer in Charge during the transition between two NPCs | Safe & Fair UN Women  | Current/Former Programming Staff, Myanmar  | F             |
| Admin. Hans Leo J. Cacdac         | Administrator  | Overseas Workers Welfare Administration (OWWA), Philippines                   | Government Partner                         | M             |
| Atty. Kristine E. Yuzon-Chaves    | Executive Director                                       | Philippines Commission on Women   | Government Partner                         | F             |
| Sec. Isidro S. Lapeña             | Director-General   | Technical Education and Skills Development Authority (TESDA)                  | Government Partner                         | M             |
| Undersec. Claire Dennis S. Mapa   | National Statistician and Civil Registrar General        | Philippines Statistics Authority (PSA)  | Government Partner                         | M             |
| Hon. Sec. Teodoro L. Locsin, Jr   | Department Secretary                                     | Department of Foreign Affairs Gender and Development Secretariat, Philippines | Government Partner                         | M             |
| Mayor Cielo Krisel Lagman-Luistro | City Mayor   | Local Government Unit of Tabaco City (Albay Province)                         | Government Partner                         | F             |
| Jelen C. Paclarin                 | Executive Director                                       | Women's Legal and Human Rights Bureau   | CSO Partner                                | F             |
| Pacita Fortin                     | Team Lead and Coordinator                                | Babayeng Biyahero Psycho-social support team, Philippines                     | CSO Partner                                | F             |
| Ellene Sana                       | Executive Director                                       | Center for Migrant Advocacy, Philippines                                      | CSO Partner                                | F             |

| Josua Mata  | Secretary-General   | SENTRO (Center of United and Progressive Workers), Philippines                     | Trade Union                                   | M               |
|---|---|--|---|-----------------|
| Name  | Title   | Organization   | Stakeholder Group                             | Gender          |
| Raquel E. Bracero   | President   | Philippine Association of Service Exporters, Inc. (PASEI) (recruiters association) | Employers Organization                        | F               |
| Rex Varona  | NPC   | Safe & Fair ILO  | Current/Former Programming Staff, Philippines | M               |
| Charisse Jordan   | NPC   | SAFE & FAIR UN Women   | Current/Former Programming Staff, Philippines | F               |
| Mr Jarunchai Korsripitakkul                                     | Head of the inspector   | Ministry of Labour (DLPW MOL), Thailand  | Government Partner                            | M               |
| Ms. Chalothorn Liewchavalit                                     | ILO Section, Bureau of International cooperation                            | DLPW MOL   | Government Partner                            | F               |
| Ms. Naiyapak Chaipan  | Team leader   | Ministry of Social Development and Human Security (MSDHS), Thailand                | Government Partner                            | F (Transgender) |
| Mr. Wuttichai Phumsangan  | Provincial Public Prosecutor attached to the Office of the Attorney-General | State Audit Office (OAG), Thailand   | Government Partner                            | M               |
| Pol.Lt.Col. Jintana Samermuan                                   | OSCC Police Hospital  | Police Hospital (OSCC Bangkok)   | Government Partner                            | F               |
| Wasurat Homsud  | Country Programme Officer   | Raks Thai (CARE Thailand)  | CSO Partner                                   | M               |
| Nicha Phannajit   | Programme Coordinator   | Raks Thai (CARE Thailand)  | CSO Partner                                   | F               |
| Satien Tunprom  | Project Coordinator   | Trade Labour Organization (SERC), Thailand   | Trade Union                                   | M               |
| Ms. Usa Lersrisuntad, Ms. Dararai Ruksa, Ms. Raslaphas Kaweewat | Project Manager and staff members   | Foundation for Labour and Employment Promotion (FLEP) Network, Thailand            | CSO Partner                                   | 3F              |
| Women migrant workers from Myanmar                              | Women Migrant Workers   | FGD organized by FLEP Network, Thailand  | Women Migrant Workers                         | 4F              |

|  |   |   |  |               |
|--|---|---|--|---------------|
| Women migrant workers                      | Women Migrant Workers                           | FGD organized by SERC, Thailand   | Women Migrant Workers                      | 4F            |
| Ms. Siwakorn Buzzy Thatsanasorn            | Thammasat University Student Union Spokesperson | Thammasat University, Thailand  | Media                                      | F             |
| <b>Name</b>                                | <b>Title</b>                                    | <b>Organization</b>   | <b>Stakeholder Group</b>                   | <b>Gender</b> |
| Ms. Najira Aomsap                          | Award Recipient                                 | Thammasat University, Thailand  | Media                                      | F             |
| Natthanicha Lephilibert                    | Current NPC                                     | Safe & Fair ILO   | Current/Former Programming Staff, Thailand | F             |
| Kohnwilai Teppunkoonngam                   | NPC UNW   | Safe & Fair UN Women  | Current/Former Programming Staff, Thailand | F             |
| Mr Pham Viet Huong                         | Deputy General Director, DOLAB                  | Department of Overseas Labour (DOLAB), Viet Nam   | Government Partner                         | M             |
| Nguyễn Thanh Cầm, Head of Legal Department | Head of Legal Affairs Department                | Vietnam Women's Union (VWU)   | Government Partner                         | F             |
| Phạm Thị Minh Giang                        | Senior Officer                                  | Department of Consular Affairs, Ministry of Foreign Affairs (MOFA), Viet Nam                      | Government Partner                         | M             |
| Ms Khuat Thu Hong                          | Director  | Institute for Social Development Studies (ISDS), Viet Nam   | CSO Partner                                | F             |
| Hien                                       | ISDS Coordinator for Safe & Fair                | Institute for Social Development Studies (ISDS), Viet Nam   | CSO Partner                                | F             |
| Ms Nguyen Thi Van Anh                      | Director  | Center for Studies and Applied Science in Gender, Family, Women and Adolescents (CSAGA), Viet Nam | CSO Partner                                | F             |
| Le Thi Phuong Thuy                         | Former head                                     | Peace House Shelter, Viet Nam   | CSO Partner                                | F             |
| Pham Lan                                   | NPC   | Safe & Fair UN Women  | Current/Former Programming Staff, Viet Nam | F             |
| Nguyen Ha                                  | Outgoing NPC                                    | Safe & Fair UN Women  | Current/Former Programming Staff, Viet Nam | F             |
| Pauline Tamesis                            | Resident Coordinator                            | UN  | UN RC, Cambodia                            | F             |
| Ms Gita Sabharwal                          | Resident Coordinator                            | UN  | UN RC, Thailand                            | F             |
| Ha Thi Minh Duc                            | ASEAN ACMW Chair, Viet Nam                      | ASEAN   | Government Partner                         | F             |

| Mega Irena                              | Head Assistant Director,<br>Labour & Civil<br>Service Division (in<br>ASCC) at ASEAN<br>Secretariat              | ASEAN   | Government<br>Partner                  | F      |
|---|--|---|--|--------|
| Name                                    | Title  | Organization  | Stakeholder<br>Group                   | Gender |
| Rozan Justin<br>Teo Haji Azlan          | ACMW vice-chair Brunei   | ASEAN   | Government<br>Partner                  | M      |
| Charmaine De la<br>Cruz                 | Director IV International<br>Labor Affairs<br>Bureau, Department of<br>Labor and Employment.<br>ACMW Philippines | ASEAN   | Government<br>Partner                  | F      |
| Dr. Dato Junaidi<br>Abd. Rahman         | Chair of ACWC - Brunei<br>Darussalam's<br>Representative for<br>Children's Rights to the<br>ACWC                 | ASEAN   | Government<br>Partner                  | M      |
| Dr. Ratchada<br>Jayagupta               | ACWC Representative<br>for Women's Rights  | ASEAN   | Government<br>Partner                  | F      |
| Miguel Musngi                           | ASEAN Secretariat -<br>Senior Officer, Poverty<br>Eradication and Gender<br>Division                             | ASEAN   | Government<br>Partner                  | M      |
| Maria Kristine<br>Josefina G.<br>Balmes | Deputy Executive<br>Director - Philippines<br>Commission on Women  | ASEAN   | Government<br>Partner                  | F      |
| Dr. Lourdesita<br>Sobrevega-<br>Chan    | Philippines' ACWC<br>Representative for<br>Women's Rights)   | ASEAN   | Government<br>Partner                  | F      |
| Fish Ip Pui-yu                          | Organizing Secretary   | International Domestic<br>Workers Federation (IDWF)           | Trade Union                            | F      |
| Women Migrant<br>Workers                | Women Migrant<br>Workers   | FGD organized by IDWF   | Women Migrant<br>Workers,<br>Malaysia  | 8F     |
| Jaya Anil Kumar                         | Case Manager   | HOME, Singapore   | CSO Partner                            | F      |
| Women Migrant<br>Workers                | Women Migrant<br>Workers   | HOME  | Women Migrant<br>Workers,<br>Singapore | 4F     |
| Tatcee<br>Macabuag                      | Programne Staff,<br>Project Coordinator,<br>Secretariat  | Migrant Forum in Asia<br>(MFA)                                | CSO Partner                            | F      |
| Ms Siriwan<br>Romchathong               | Secretary-General of<br>the ASEAN<br>Confederation of<br>Employers (ACE)   | Employers' Confederation<br>of Thailand (ECOT) / ACE<br>chair | Employers'<br>Organisation             | F      |
| Miaw Tiang<br>Tang                      | Senior Specialist on<br>Employer's Activities  | Employers' Confederation<br>of Thailand (ECOT) ECOT-<br>ACE   | Employers'<br>Organisation             | F      |

| Tul Pinkaew           | Director of Strategy  | SideKick                    | Media                                      | M      |
|-----------------------|---|-----------------------------|--|--------|
| Name                  | Title   | Organization                | Stakeholder Group                          | Gender |
| Nilim Baruah          | Senior Migration Specialist (DWT/ROAP)                                  | ILO                         | Current/Former Programming Staff, Thailand | M      |
| Melissa Alvarado      | EVAW Manager  | UN Women                    | Current/Former Programming Staff, Thailand | F      |
| Deepa Bharathi        | Chief Technical Adviser (Safe and Fair)                                 | Safe & Fair ROAP (ILO)      | Current/Former Programming Staff, Thailand | F      |
| Valentina Volpe       | EVAW Specialist (SAFE & FAIR Manager)                                   | Safe & Fair ROAP (UN Women) | Current/Former Programming Staff, Thailand | F      |
| Pichit Phromkade      | Communications Officer  | Safe & Fair ROAP (ILO)      | Current/Former Programming Staff, Thailand | M      |
| Catherine Laws        | Programme Technical Officer, SAFE and FAIR                              | Safe & Fair ROAP (ILO)      | Current/Former Programming Staff, Thailand | F      |
| Rebecca Napier-Moore  | Former Research and M&E Officer   | Safe & Fair ROAP (ILO)      | Other UN Staff                             | F      |
| Rebecca Miller        | Regional Programme Coordinator, Human Trafficking/Smuggling of Migrants | Safe & Fair ROAP (UNODC)    | Other UN Staff                             | F      |
| Joni Simpson          | Senior Specialist, Gender, Equality and Non-discrimination              | ILO                         | Other UN Staff                             | F      |
| Robin Mauney          | Consultant  | UN Women                    | Other UN Staff                             | F      |
| Erin Kenny            | Head of Technical Unit & Senior Technical Advisor                       | Spotlight Secretariat       | Other UN Staff                             | F      |
| Philippe Lust-Bianchi | Technical and M&E Officer   | Spotlight Secretariat       | Other UN Staff                             | M      |
| Alessandra Roccasalvo | Head of Management Unit   | Spotlight Secretariat       | Other UN Staff                             | F      |
| Sally Barber          | Head of Labour Mobility and Human Development - IOM                     | IOM-PROMISE                 | Other UN Staff                             | F      |
| Nansiri Iamsuk        | Programme Specialist - UN Women   | PROMISE                     | Other UN Staff                             | F      |
| Anna Engblom          | Senior Project Coordinator  | Triangle                    | Other UN Staff                             | F      |
| Maria Chiara Piazza   | Policy Officer  | EUD Brussels                | Donor                                      | F      |



|                 |  |               |       |   |
|-----------------|--|---------------|-------|---|
| Francesca Gilli | Attaché                                      | EUD Thailand  | Donor | F |
| Saiti Gusrini   | Program Manager<br>Human<br>Rights/Democracy | EUD Indonesia | Donor | F |

## Annex 10: List of Documents Consulted

Prodoc: *Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region* (October 30, 2018)

Safe and Fair LogFrame (August 29, 2019) - with Baselines and Targets Added.

Safe and Fair Theory of Change (September 26, 2018).

Spotlight Initiative Annual Programme Narrative Progress Report (Reporting Period: January 2018 – March 2018) (April 27, 2018).

Safe and Fair Interim Inception Report (July 31, 2018).

Safe and Fair Final Inception Report (October 1, 2018).

Spotlight Initiative Narrative Progress Report for Request of II Tranche of Installment Reporting Period: January 2018 – December 2018.

Spotlight Initiative Annual Narrative Progress Report Programme Title: *Safe and Fair: Realizing Women Migrant Workers' Rights and Opportunities in the ASEAN Region*. Reporting Period: 01 January 2018 – 30 December 2018 (July 31, 2019).

Mid-Year Narrative Progress Report Spotlight Initiative in South-East Asia/ASEAN Region. Reporting Period: 01 January 2019 – 30 June 2019 (July 31, 2019).

Interim Narrative Progress Report (For Next Installment) Spotlight Initiative in South-East Asia/ASEAN Region. Reporting Period: 1 January 2019 – 31 October 2019 (November 2019).

Safe and Fair Spotlight Initiative Annual Narrative Progress Report (January 1, 2019 – December 31, 2019). (January 6, 2020).

2019 Spotlight Global Annual Report (January 1, 2019 – December 31, 2019). (January 6, 2020).

Safe and Fair Programme: *Realizing Women Migrant Workers' Rights and Opportunities in the ASEAN Region*. Baseline and Target Setting Report. (June 2019).

Public Attitudes towards Migrant Workers in Japan, Malaysia, Singapore, and Thailand. *International Labour Organization* 2019. First published: 2019. Revised: 2020.

Baseline of Policy and Legislation in ASEAN. *Safe and Fair: Realizing Women Migrant Workers' Rights and Opportunities in the ASEAN Region*. (January 15, 2019).

Safe & Fair Policy & Legislation Baseline, Viet Nam. Country Specific Review. (January 16, 2019).

Safe & Fair Policy & Legislation Baseline, Thailand. Country Specific Review. (January 21, 2019).

Safe & Fair Policy & Legislation Baseline, Singapore. Country Specific Review. (January 16, 2019).

Safe & Fair Policy & Legislation Baseline, Philippines. Country Specific Review. (January 16, 2019).

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Safe & Fair Policy & Legislation Baseline, Malaysia. Country Specific Review. (January 16, 2019).

Safe & Fair Policy & Legislation Baseline, Lao PDR. Country Specific Review. (January 16, 2019).

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Safe & Fair Policy & Legislation Baseline, Cambodia. Country Specific Review. (January 16, 2019).

Safe & Fair Policy & Legislation Baseline, Brunei. Country Specific Review. (January 16, 2019).

European Union Delegation Agreement (CRIS/2017/392-573) (December 12, 2017).

Safe and Fair Evaluability Assessment (October-December 2018). Pierre Mahy and Kirsty Milward. (January 2019).

*Labour Mobility between Asia and the Arab States: Sharing of Experiences and Progress under the Bali Declaration with Specific Focus on Women Migrant Workers.* (Bangkok, 3-4 December 2019). Background Paper.

*Changing Attitudes and Behaviour Towards Women Migrant Workers in ASEAN: Technical Regional Meeting.* Meeting report. Safe and Fair Programme: Realizing Women Migrant Workers' rights and Opportunities in the ASEAN Region (Bangkok, Thailand 26-27 November 2018).

COVID-19 and Women Migrant Workers in ASEAN. *Spotlight Initiative: to Eliminate Violence against Women and Girls.* (Updated in June 2020).

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

*25 Years after Beijing: Promising Practices and Successful Measures in Enhancing Safe Migration for Women Workers in ASEAN.* Event Report on Beijing+25 Review Meeting. (January 26, 2020).

Guidance Note on the Contribution of Safe and Fair to Anti-Trafficking. (January 26, 2020)

Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region Report. *Preliminary Consultation Meeting on Gender-Responsiveness Guidelines Required for Tripartite Plus (Strengthening a Gender Lens on the Implementation of Law 18/17 on the Protection of Indonesian Migrant Workers).* December 19, 2018, Century Park Hotel, Jakarta

Migration Cost Survey among Indonesian and Filipina Domestic Workers in Malaysia. Research Brief. International Labour Organization (ILO). (October 2020).

*Listening to the Voice of Women Migrant Workers. Gender Mainstreaming in the draft Law on Vietnamese Workers Working Abroad under Contract (Amended).* Spotlight Initiative. (July 2020).

Spotlight Initiative. Annex M. Leaflet "*Kenali Hak-Hak Sebagai Pekerja Rumah Tangga (Prt)*" (*Know Your Rights as a Domestic Worker*) Country/Region: South-East Asia/ASEAN Region. Reporting Period: 01 January 2019 – 31 October 2019.

*Migration Cost Survey: Indonesian Plantation Workers, Filipino and Indonesian Domestic Workers in Malaysia.* Final Report. International Labour Organization (ILO). (November 27, 2019)

*Protecting the Rights of Domestic Workers in Malaysia during COVID-19 Pandemic and Beyond.* Spotlight Initiative. (June 16, 2020).

*Regional Planning Meeting for Promoting ASEAN Women Migrant Workers' Rights through Organizing.* Meeting Report and Technical Background Paper. Safe and Fair: Realizing Women Migrant Workers' Rights and Opportunities in the ASEAN Region. (Bangkok, Thailand, 11-12 October, 2018).

Safe and Fair Mapping of Relevant Actors to be Involved in National Level Coordination during the Implementation of SAF. (January 26, 2020).

Media-friendly glossary on migration. Women Migrant Workers and Ending Violence against Women. (EVAW) Edition. Spotlight Initiative. 2020.

Making Women Migrant Workers Count: Sex Disaggregation of Labour Migration Statistics in ASEAN. (2019 data). Spotlight Initiative. 2020.

Strategy Paper: SDG#5 Access to Sexual and Reproductive Health and Rights and Violence against Women Services by Migrant Workers in Malaysia. Middlesex University, London. (January 2020).

*Mobile Women and Mobile Phones. Women Migrant Workers' Use of Information and Communication Technology in ASEAN.* Safe and Fair: Realizing Women Migrant Workers' Rights and Opportunities in the ASEAN Region. (2019).

*Brunei Consultative Dialogue.* Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region. (January 26, 2020).

Safe and Fair. Consultative Dialogues. Overview & Outcomes (8 Countries). (January 2020).

16 Essentials for Quality Multisectoral Service Provision to Women Migrant Workers Subject to Violence. Spotlight Initiative. (January 2020).

Essential Services for Women Migrant Workers Subject to Violence. Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region. (January 2020).

Annex J. Training Module for Front-Line Service Providers. Country/Region: South-East Asia/ASEAN Region. Reporting Period: 01 January 2019 – 30 June 2019. Spotlight Initiative.

Annex I. Training Module on Quality Coordinated Services. Country/Region: South-East Asia/ASEAN Region. Reporting Period: 01 January 2019 – 30 June 2019. Spotlight Initiative.

Annex O. Training Package for Coordinated Quality Services in the Health System. Country/Region: South-East Asia/ASEAN Region. Reporting Period: 01 January 2019 – 30 June 2019. Spotlight Initiative.

Annex P. Training Workshop for Responding to Violence against Women Migrant Workers for Foreign Service Officials. Country/Region: South-East Asia/ASEAN Region. Reporting Period: 01 January 2019 – 31 October 2019. Spotlight Initiative.

Implications of COVID-19 on Evaluations in the ILO. Practical Tips on Adapting to the Situation. (April 24, 2020).

*ILO Guidance Note 2.3 on Joint Evaluations*. International Labour Organization. (June 2020).

Guidance Note: *Global Evaluation Report Assessment and Analysis System (GERAAS)*. Independent Evaluation Service (IES). Independent Evaluation and Audit Services (IEAS). UN Women. (August 2019).

### **External Thematic Publications**

- Public attitudes towards migrant workers in Japan, Malaysia, Singapore, and Thailand (2019)
- Asia-Pacific Migration Report 2020: Assessing implementation of the Global Compact for Migration
- For Women by Women: Guidance and activities for building women migrant workers' networks (ILO, 2020)
- Women's Labour Migration from Asia and the Pacific: Opportunities and challenges (IOM, 2015)
- Protected or Put in Harm's Way? Bans and restrictions on women's labour migration in ASEAN countries (UN Women, ILO, 2017)
- Worker, Helper, Auntie, Maid? Working conditions and attitudes experienced by migrant domestic workers in Thailand and Malaysia (UN Women, ILO, 2016)
- Covid-19 and Women Migrant Workers: Impacts and implications (IOM, 2020)
- Triangle Brief on Results, 2019
- Promise Lao Fact Sheet, 2019
- GOALS Programme, UN Press Release December 2020

- Podems and Negroustoueva (2016) *Feminist evaluation*. BetterEvaluation. Retrieved from [http://www.betterevaluation.org/approaches/feminist\\_evaluation](http://www.betterevaluation.org/approaches/feminist_evaluation)

## Annex 11: Additional Information on the Evaluability Assessment and Management Response

### *Evaluability Assessment*

Immediately following the Inception Phase from January-September 2018 the programme undertook an Evaluability Assessment to ensure that the programme design met minimum standards for monitoring and evaluation, by assessing a set of design-specific aspects prior to implementation defined as “evaluability”. This adheres to the OECD/DAC definition of evaluability as follows: “the extent to which an activity or a program can be evaluated in a reliable and credible fashion.”<sup>3</sup> The Evaluability Assessment sought to assess and inform the monitoring and evaluation (M&E) strategies for the entire programme cycle of Safe and Fair.

The Evaluability Assessment found that the Programme is based on a robust logical framework (found in Annex 13) that includes baseline data and targets. The Programme contracted Monash University to conduct a baseline study; executed Scoping Studies for Objective 2 (services); and conducted a mapping of EVAW, trafficking, and labour migration actors and services. The Programme plans to conduct similar studies at the end of the project period to compare progress against the baselines. It also found that the Programme’s outcomes are well aligned with international and ASEAN frameworks as well as the Spotlight Theory of Change, but that the expected “inter-linkages” of the outcomes and priorities were not well defined. The Assessment noted that the Programme’s logical framework lacked specificity around which specific groups of women migrant workers are (likely to be) included or excluded from each type of activity and/or outcomes, either at programme level, or in specific country contexts.

The Evaluability Assessment also noted challenges with data collection due to the limited scope and reliability of data linked to migration and VAW across programming countries. Specific challenges include: 1) the absence of pre-existing national-level data; 2) different national methodologies for the collection of VAWG administrative data; timeliness and quality issues in on-going national VAWG prevalence studies meaning that large scale data generated independently from the Programme cannot reliably be drawn on a basis for, or to triangulate, programme-relevant EVAW impacts; 3) bringing together previously uncoordinated data sources; and 4) variations in reliability of available national level data. To mitigate some of these challenges, the Programme intends to conduct smaller scale focused studies on violence against women in specific sties and support improved administrative data. There are also opportunities, in some countries, to include migrant women in violence prevalence studies. The Assessment provided nine recommendations to strengthen the Programme’s results management and monitoring and evaluation framework. The Programme produced a Management Response that identified how the Programme planned to respond to the recommendations, highlighting what was and was not feasible within the programming context. The Management Response is presented below.

*Management Response*

|   | <b>RECOMMENDATION</b>   | <b>JUSTIFICATION FOR RECOMMENDATION FROM EA</b>  | <b>MANAGEMENT RESPONSE</b>   |
|---|---|--|--|
| 1 | Clearly define interlinkages between objectives and define sub-results for each country in detailed national action plans | There is a need to explain how results will be achieved through interlinking interventions and how these linkages will be ensured. This includes specifying at workplan level how EAW issues will be integrated into outputs under SO1.<br><br>How activities will ensure the achievement of outcomes furthermore needs to be clearly differentiated from one country to another in order to allow the impact of the programme to be assessed in each country. | The programme management team agrees with this recommendation and will make the interlinkages and synergies among the three objectives explicit in the baseline report.                    |
| 2 | Review the definition of indicators with a more impact-oriented approach  | In order to make indicators SMART and reliable at the level of Outputs/Results, they need to be more specific for each outcome in each country and adapted to the different country contexts.  | Raised during the February 2019 PSC, the term “impact oriented” should read “results-oriented” as per changes the consultants made to the set of recommendations in the Executive Summary. |

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|  | (See Annex 4) | The programme management team accepts the recommendations made by the evaluability assessment consultants as relevant. On this basis the logframe was adjusted and approved during the PSC in February 2019. Some suggestions were not accepted based on the available resources, or on the basis of the scope of the programme. For other indicators, measurement of implementation is done through cross-referencing among indicators, i.e. When an indicator is about the existence of policy, its implementation (or results) is measured not in that policy-related indicator, but measured and cross-referenced in other indicators that measure whether |
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|   |   |  | services exists and migrant women are accessing them in practice.   |
| 3 | Prepare an adapted capacity development programme on data collection and management | Considering the low level of capabilities of different stakeholders in collecting and processing data in a structured way, training will be needed at all levels in order to expectantly improve the reliability of data collected and processed   | The programme management team welcomes this recommendation acknowledging the need for capacity development initiatives in data collection on EVAW in migration. |
| 4 | Review Risk Analysis and identification of mitigation measures                      | <p>The EA Team identified risks which are not considered in the risk analysis of the project document:</p> <ul style="list-style-type: none"> <li>● <i>Informal migration pathways are unlikely to be directly reached by government data collection and/or improved policy framework leaving sometimes substantial proportions of WMW unprotected or not benefitting from progress made against outputs carried out through government partnerships.</i></li> <li>● <i>Insufficient levels of international / cross border cooperation to create consistently safer environment along the full WMWs migration pathways</i></li> <li>● <i>Challenging levels and new types of coordination and communication required across different levels of the programme</i></li> <li>● <i>Country specific risks</i></li> <li>● <i>Risk of ambiguous results for changes in VAWG service use and incidence among WMW</i></li> </ul> | The programme management team notes these risks in addition to those identified in the programme document.  |



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| 5 | Consider delaying the Mid-Term Review                      | Considering the delays resulting from the long inception period and the late production of baseline information which will determine indicators, the planned Mid-Term Review (MTR) for 2020 will come at a time when little results will have been produced | The programme management team agrees with this recommendation.  |
| 6 | Specific recommendation on M&E system                      | Further enhance the Performance Framework in focusing more on impact of activities  | <p>The programme management team notes that the Performance Framework is a monitoring management tool which will be revised in a timely manner as and when the need arises in programme monitoring management.</p> <p>The Evaluability Assessment makes several valid and concrete recommendations for further specification of definitions of indicators. Many of these are about a focus on results. The Performance Framework provides for this definition of indicators and will incorporate many of the suggestions posed.</p> <p>Further, the results from activities will be gathered in the MIS and reported in the annual narrative report.</p> <p>As above, note that wording should be “results of activities” in the second column, as per the Executive Summary. This is a mistake in the reports concluding recommendation section.</p> |
| 7 | Recommendations linked to Human Rights and Gender Equality | a) Expand one or two output indicators to include a relative perspective in relation to men, in order to gain some insight into effects of the programme on gender inequality and to test assumptions that a strong focus on supporting WMW will            | a) The programme management team estimates this recommendation is not in line with the results as envisaged in the programme document. As the programme is focused on providing women-only services, comparability to men is not built in to the programme scope, and a significant amount of further resources would have to be spent to measure this.   |

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|    |   | <p>positively impact gender inequality.</p> <p>b) Develop clarity on which groups of women migrant workers will be the main targets of each programme activity / output and adapt activities and policy targets so that these groups are in fact specifically reached. This includes clarifying through which activities / outputs undocumented migrants are expected to be reached; whether e.g. entertainment industry migrant workers will be included in networking efforts or other targeted activities; and who may be excluded by technology-based interventions.</p> | <p>b) This is being done at country level as the programme is being implemented. In line with the principle of leaving no one behind, the programme team estimates that the current focus will enable a wider group of women migrants to benefit from the programme actions.</p>  |
| 8  | Recommendation related to other issues                                  | Coordination between Safe and Fair and TRIANGLE needs to continue to be discussed and agreed between the two teams   | The programme management team agrees and will continue to exchange with TRIANGLE and all other programmes of ILO, UN Women and other agencies to ensure there is no duplication of efforts and to maximise on the work being done by other initiatives.   |
| 9  | Recommendation related to the research strategy                         | Define and establish procedure for disseminating research results and feeding these into work plans. Prepare for the adaptive programming framework that this will entail.   | The programme management team welcomes this recommendation. Research studies are being planned with the perspective of identifying recommendations for future advocacy on policy and legislative changes, especially in policy and legislative arenas. Others have a specific purpose of informing programming (such as MRC mapping, ICT scoping study etc.). |
| 10 | Recommendations on preparation for evaluation and the Theory of Change. | The EA team recommends contribution analysis based on a case study design as part of the evaluation methodology. A contribution analysis can accommodate   | The programme management team will convey to the Evaluation Managers the recommendation to build contribution analysis into the mid-term and end evaluations.   |

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|  |  | <p>complex processes, the existence of multiple actors, contributions from beyond the programme, and can help assess progress towards impact in cases where comprehensive data availability is uncertain.</p> <p>A contribution analysis essentially interrogates the causal pathways taken by the intervention to establish whether it is reasonable to assert whether a contribution was made to an (interim) result by the programme. By collecting evidence on how far the expected causal linkages are confirmed or not, alongside information on the activities of other stakeholders, it can draw conclusions on how far results can reasonably be attributed to the project, as well as on the progress made along the expected causal chain towards impact.</p> <p>The process of looking closely at causal pathways also generates insights into how far expected pathways were correct or not / confirmed – and therefore, what features or factors of the assumptions about cause were or were not correct. These insights can generate learning which may be relevant to other Spotlight projects, in particular the country projects to be developed in the SE Asia region.</p> <p>A contribution analysis requires a Theory of Change which expresses the best possible articulation of expected cause and effect available to the programme at a particular point in time. The Theory of Change is not</p> | <p>As per Recommendation 1, the interlinkages and synergies among the three objectives will be made explicit in the baseline report. Anticipated causal pathways will also be made explicit.</p> <p>The programme management team, however, feels that a “continuously changing Theory of Change development process” could render the programme design un-evaluable especially given the relatively short timeframe of the project.</p> |
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|  |  | <p>expected to be 'perfect' or 'correct' but should express the best programme thinking at the time it is made. It would therefore be most effective in the Theory of Change / and or Intervention logic were further developed at this stage, as a foundation for interrogation in the subsequent evaluation processes (See Section 5.8).</p> <p>Consider investing in a continuous TOC development process as initiated during the national consultations. Further development of the ToC should be a participatory process engaging the programme team and where possible some key partners / stakeholders to produce the best-case 'think tool' achievable during implementation.</p> |  |
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## Annex 12: Information about the International Evaluation Team

### **Katherine Garven, Evaluation Consultant and Violence against Women Specialist**

With over 10 years of experience designing, implementing and evaluating human rights and sustainable development programming in vulnerable contexts across the globe - including Asia and the Pacific, Katherine has demonstrated excellent evaluation technical skills as well as an in-depth understanding of UN programming, having evaluated programmes for UN Women, UNICEF, IOM, UNFPA, UNDP, and UNRWA. She has a very strong understanding of OECD/DAC evaluation standards. In 2018 and 2019, Ms. Garven was the Technical Lead and Coordinator for *UNICEF's Global Evaluation Reporting Oversight System (GEROS)*, where she designed a fortified quality assurance system. Since 2015, Katherine has personally GEROS assessed over 100 UNICEF Final Evaluation Reports, Draft Reports, Inception Reports, and Terms of References to ensure compliancy with OECD/DAC evaluation standards, strengthening the performance of both the UNICEF Evaluation Office and UNICEF regional offices. She is currently the Quality Assurance specialist for the World Food Programme's *Post Hoc Quality Assessment (PHQA) for Centralized and Decentralized Evaluations*.

Katherine has significant experience supporting gender equality and women's empowerment. She has supported UN Women through numerous initiatives that include leading the *Programme Presence Multi-Country Portfolio Evaluation for UN Women in the Asia Pacific Region*; conducting the *Final Evaluation of the UN Women Global Fund for Gender Equality*; leading the *Annual RBM Assessment of UN Women's Strategic Notes and Annual Reports* from 2017 – 2020 and designing a new assessment template; conducting an *Assessment of UN Women's Engagement in Joint Programmes*; executing a *Review of UN Women Programming from 2011 – 2016*; providing evaluation quality assurance through *UN Women's GERAAS*; and supporting *UN SWAP Evaluation Performance Indicator Reporting*.

Katherine has expertise in violence against women and has evaluated UN programming on violence against women and girls in various settings. As a Senior Evaluation Specialist, she recently conducted the *Joint Evaluation of the UNFPA-UNICEF Joint Programme on the Abandonment of Female Genital Mutilation: Accelerating Change* that examined EVAW challenges relating to government policy and implementation, social norms change, engagement of men and boys, child protection, and women's empowerment. She led a three-week Senegal case study where she spoke with dozens of women and girls who had suffered from FGM and were involved in community-based women's empowerment initiatives. As Deputy Team Leader of the *End of Programme Assessment for the UNICEF Programme 'Prevent and Protect: Armed Violence and Weapons in Child Protection' – Focus on Armed Violence Reduction and Prevention*, she assessed the relationship between VAC and VAW within a setting of urban gang-driven violence. As the Gender & Youth Inclusion Specialist, she also assessed the *Governance and Justice Programme Evaluation for the Canadian International Development Research Council (IDRC)* where she led a case study in Colombia that examined the effectiveness of safe spaces for women and women's empowerment initiatives in demanding fair and equitable justice to support EVAW. Katherine has also supported the rights of Indigenous women in Canada - who face systemic

discrimination and violence - through initiatives such as documenting the need for an Aboriginal Women's Shelter in Northern Saskatchewan.

Katherine has an excellent understanding of the cultural, institutional, and government policy-level discrimination against women migrant workers in ASEAN that lead to VAW (which includes not only physical violence, sexual violence, and trafficking, but also psychological violence committed by partners, strangers, and the violence of exploitative labour conditions and migration processes). In 2018, she co-led the *Final Evaluation of the UN Women Project Protecting the Rights of Women Migrant Workers in ASEAN*. Since 2018, she has further strengthened her knowledge and understanding of the migration dynamics and discriminatory processes facing women migrant workers across Asia Pacific by conducting the *Final Evaluation of the IOM X Campaign* that focused on empowering women and men migrant workers to engage in safe migration practices, as well as the *Mid-Term Evaluation of the IOM's Enhancing Corporate Responsibility in Eliminating Slavery and Trafficking in Asia (CREST) Project* that focuses on engaging the private sector to promote the ethical recruitment and treatment of women and men migrant workers. She is the co-founder of UPENDO Consulting Inc. ([www.upendoconsulting.org](http://www.upendoconsulting.org)).

#### **Fernando Garabito, Evaluation Consultant and Migration Specialist**

Fernando has a very strong understanding of migration corridors and labour dynamics across Asia Pacific, including the specific kinds of discrimination, barriers and challenges affecting women migrant workers. As Evaluation Team Leader, he has recently led a number of labour migration evaluations within Asia Pacific that include the *Final Evaluation of the UN Women Project Protecting the Rights of Women Migrant Workers in ASEAN*, an ILO-UN Women joint initiative designed to protect women migrant workers; the *Final Evaluation of the IOM X Campaign*, a communication for development (C4D) campaign to empower women and men migrant workers to engage in safe migration practices, and the *Mid-Term Evaluation of the IOM's Enhancing Corporate Responsibility in Eliminating Slavery and Trafficking in Asia (CREST) Project* that supports private sector companies to uphold corporate accountability standards, ethical hiring practices, and human rights in business principles throughout their human supply chains across Asia Pacific with the aim of protecting the rights of women and men migrant workers.

Fernando has very strong technical evaluation skills, as demonstrated through his technical support provided to results management and evaluation quality assurance systems for UN agencies. Over the past four years, Fernando has conducted over 100 reviews of evaluation draft reports, inception reports and terms of reference as a Senior Reviewer for *UNICEF's Global Evaluation Reporting Oversight System (GEROS)* and *UN Women's Global Evaluation Reports Assessment and Analysis System (GERAAS)* in English, French, Spanish, and Portuguese. He also has a strong understanding of gender equality and women's empowerment and has supported a number of UN Women initiatives that include conducting the *UN Women Multi-Country Portfolio Evaluation for UN Women's Programme Presence Offices in the Asia Pacific Region*, as well as *Final Evaluation of the UN Women Global Fund for Gender Equality*, where he used participatory techniques (such as CORT and Outcome Harvesting) and innovative communications platforms (podcasts, video stories, social

media, etc.) to engage stakeholders at the global level. He is the co-founder of UPENDO Consulting Inc. ([www.upendoconsulting.org](http://www.upendoconsulting.org)).

## Annex 13: Safe and Fair Results Framework (2020)

| SPECIFIC OBJECTIVE INDICATORS   |                           |                 |                                  |   |                            |
|---|---------------------------|-----------------|----------------------------------|---|----------------------------|
| Outcome Indicator <sup>1</sup>  | Baseline                  | Target          | Results for the reporting period | Cumulative results since start of Programme | On/Off Target <sup>2</sup> |
| <b>Specific Objective 1: Women migrant workers are better protected by gender-sensitive labour migration governance frameworks</b>  |                           |                 |                                  |   |                            |
| 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. |                           |                 | n/a to be measured at endline    | n/a   | n/a                        |
| 1.2 Number of complaints successfully resolved for women migrant workers  | 0 complaints <sup>3</sup> | 1981 complaints | 1398 complaints                  | 1399 complaints                             | On target                  |
| <b>Specific Objective 2: Women migrant workers are less vulnerable to violence and trafficking and benefit from coordinated responsive quality services</b>                   |                           |                 |                                  |   |                            |

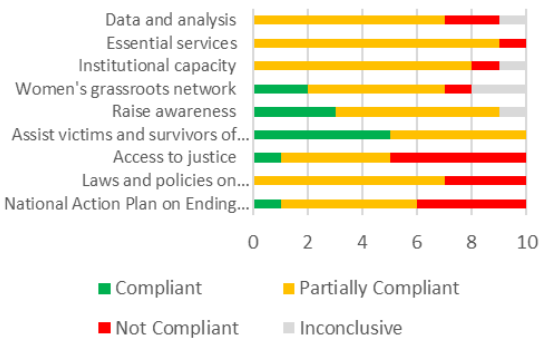
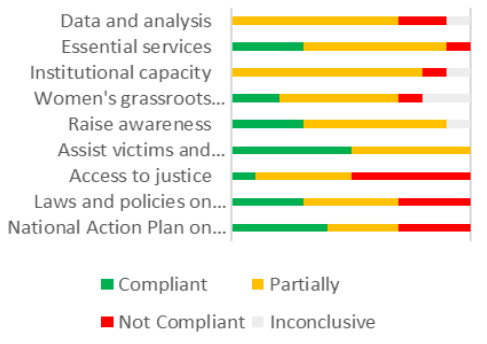
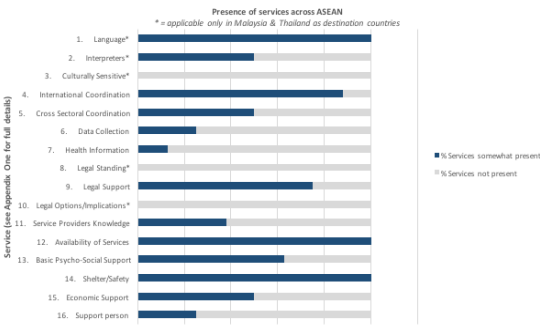
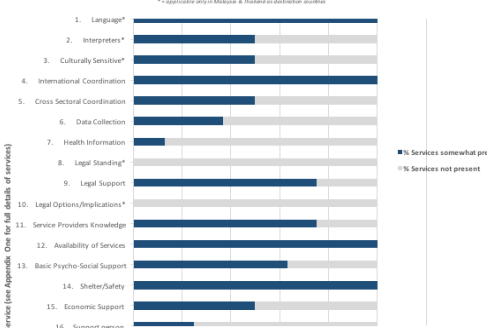
<sup>1</sup> Per Spotlight's Report format, this results table does not include Overall Objective level indicators, baselines and targets.

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

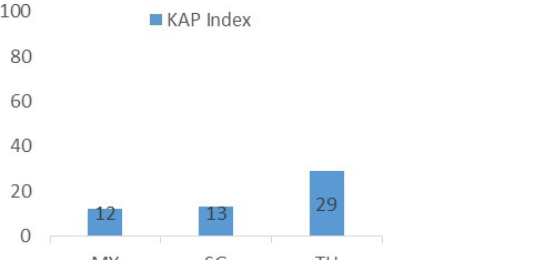
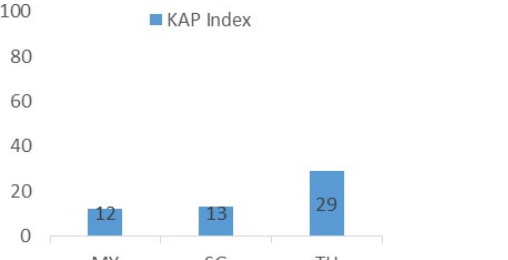
<sup>3</sup> A quantitative measurement of complaints settlements reached through Safe and Fair Migrant Worker Resource Centre legal assistance.



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

|  |   |  |  |            |            |
|--|---|--|--|------------|------------|
| <p><b>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.</b></p> |   |   | <p>n/a (to be measured at endline)</p> | <p>n/a</p> | <p>n/a</p> |
| <p><b>2.2. Quality of service outcomes for WMWs experiencing VAW</b></p>   | <p><b>BASELINE</b> Quality services for women migrant workers experiencing violence across ASEAN</p> <p>Presence of services across ASEAN<br/>* = applicable only in Malaysia &amp; Thailand as destination countries</p>  | <p><b>TARGET</b> : Quality services for women migrant workers experiencing violence across ASEAN</p> <p>Presence of services across ASEAN<br/>* = applicable only in Malaysia &amp; Thailand as destination countries</p>  | <p>n/a (to be measured at endline)</p> | <p>n/a</p> | <p>n/a</p> |

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

|   |  |  |  |                                       |          |
|---|--|--|--|---------------------------------------|----------|
| <b>3.1</b> Index rating of public knowledge, attitudes and behaviours (KAP) towards WMWs in countries of destination  | Geographical area: MY, TH, SG <sup>1</sup><br> | Geographical area: MY, TH, SG<br> | n/a (to be measured at endline)                                | n/a                                   | n/a      |
| <b>3.2</b> Number of governmental and civil society organizations implementing activities to protect the rights of women migrant workers in the ASEAN region. | 0 governmental and civil society organizations (supported by SAF)  | 46 governmental and civil services organizations (supported by SAF)  | 98 govt. and CSOs <sup>2</sup> (supported by SAF) <sup>3</sup> | 206 govt. and CSOs (supported by SAF) | Achieved |

<sup>1</sup> KAP data collected in 2018 survey. *Public attitudes towards migrant workers in Japan, Malaysia, Singapore, and Thailand* (Bangkok).

<sup>2</sup> Of which 56 are new partners and 42 are continuing partners.

<sup>3</sup> Note that this list includes trade unions, CSOs (inclusive of associations, academic institutions, mass organizations), and government organizations.

| OUTPUT INDICATORS   |  |   |   |   |                         |
|---|--|---|---|---|-------------------------|
| Output Indicator  | Baseline                                   | Target  | Results for the reporting period                    | Cumulative results since start of programme | On/Off Target           |
| <b>Output 1.1:</b> 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 <sup>1</sup> from the ILO or recommendations from tripartite stakeholders and women migrants.  | 0 policy instruments                       | 20 policy instruments                                   | 7 policy instruments                                | 24 policy instruments                       | Achieved                |
| <b>Output 1.2:</b> Capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for women migrant workers is increased. |  |   |   |   |                         |
| 1.2.1 Number of governments, employer, worker, human rights institutions and civil society representatives trained on implementation of gender-responsive policies and services for women migrant workers   | 0 training participants (supported by SAF) | 10,000 training participants (50% women)                | 1513 training participants (68% women) <sup>2</sup> | 2310 training participants (62% women)      | Off Target <sup>3</sup> |
| 1.2.2 Number of TVET institutions and skills training centers providing tailored skills training to women migrant workers in four countries   | 0 institutions (supported by SAF)          | 8 institutions or centers in at least 4 ASEAN countries | 9 institutions in 2 countries <sup>4</sup>          | 10 institutions in 2 countries              | On Target <sup>5</sup>  |
| <b>Output 1.3:</b> 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.                              |  |   |   |   |                         |

<sup>1</sup> 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).

<sup>2</sup> NB. Number not necessarily mutually exclusive, as some stakeholders may go to more than one SAF training.

<sup>3</sup> As of now, 23 per cent of the target has been reached. However, due to COVID and curtailing of in-person meetings currently, this target may need to be revised at programme mid-term.

<sup>4</sup> 6 institutions in Cambodia in the tourism sector and 3 in the Philippines.

<sup>5</sup> Work planned with TVET institutions and skills training centres in 2021 in Indonesia, Lao PDR, Myanmar, the Philippines, Thailand, and Viet Nam.

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| 1.3.1. Number of women migrant workers who join trade unions or are networked into migrant worker associations.  | 0 women migrants (supported by SAF)                               | 5,000 women migrants                                    | 2,975 women migrants   | 3,210 women migrants   | On Target <sup>1</sup> |
| 1.3.2. Number of trade unions and migrant workers associations implementing cross border activities to address safe and fair migration, labour exploitation and gender-based discrimination of women migrant workers.  | 0 trade unions and migrant worker associations (supported by SAF) | 6 trade unions and migrant worker associations          | 3 trade unions/ migrant worker associations  | 4 trade unions/ migrant worker associations  | On Target              |
| <b>Output 1.4:</b> 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 <sup>2,3</sup> | 17,683 women migrant workers (of total 29,495 migrant workers and family members) <sup>4,5</sup> | 18,988 women migrant workers (of total 31,722 migrant workers and family members) <sup>6</sup> | On Target <sup>7</sup> |
| 1.4.2. Number of migrant women benefiting from legal aid programmes  |   |   |  |  |                        |
| 1.4.3. Number of migrant women benefiting from skills development/ certification   |   |   |  |  |                        |
| <b>Output 2.1:</b> 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. |   |   |  |  |                        |

<sup>1</sup> Target will be reached by endline. 64 per cent of the target has been reached.

<sup>2</sup> Baseline and target combined across all three Output 1.4 indicators as per prodoc.

<sup>3</sup> 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.

<sup>4</sup> Inclusive of IOM project with Muslim migrants and trafficked persons, which in 2020 included 203 services provided to women and 104 to girls (counted as female/women for the purpose of this logframe).

<sup>5</sup> SAF engaged men and boys sharing information as VAW prevention and trafficking (unsafe migration) prevention, in quarantine centres, at MRCs, and as family members of WMWs who are integral in VAW prevention at home as well as (in some cultures) women's migration decision-making in families and communities. Men may not all be family members of women migrant workers, as this is hard to determine especially with regards to prospective WMWs.

<sup>6</sup> 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.

<sup>7</sup> The programme has entered into contracts with MRCs in Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Singapore and Thailand up to December 2020. In 2021 contracts are forthcoming with further MRCs in Lao PDR, Indonesia, Myanmar, Philippines and Viet Nam. This target is expected to be achieved by programme end line. While 'on track', due to COVID, this target may need to be revised at programme mid-term.

|   |  |  |                                   |                                    |                         |
|---|--|--|-----------------------------------|------------------------------------|-------------------------|
| <b>2.1.1</b> 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 <sup>1</sup>         | 1 laws/policies <sup>2</sup>      | 2 laws/policies                    | On target               |
| <b>2.1.2.</b> 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 <sup>3</sup>                 | 1 country                         | 2 countries                        | On target               |
| <b>Output 2.2:</b> 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  |  |  |                                   |                                    |                         |
| <b>2.2.1.</b> Number of information systems strengthened for women migrants who access support services (health, welfare, police, justice) for survivors of violence and trafficking  | 0 information systems (supported by SAF)                       | 12 information systems                   | 1 information systems             | 2 information system               | Off target <sup>4</sup> |
| <b>2.2.2.</b> Number of referral mechanisms for follow-up services for women migrants by front-line service providers   | 0 referral mechanisms (supported by SAF)                       | 9 referral mechanisms across 6 countries | 1 referral mechanism in 1 country | 1 referral mechanisms in 1 country | Off target <sup>5</sup> |
| <b>Output 2.3:</b> 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. |  |  |                                   |                                    |                         |
| <b>2.3.1</b> Number of users of community-based and women-led networks supported by UN Women active in preventing VAW and trafficking   | 0 users (supported by SAF)                                     | 2750 users                               | 16,657 users                      | 16,657 users                       | Achieved                |

<sup>1</sup> NB This is an indicator of total number of laws and/or policies that move in a measurable positive direction.

<sup>2</sup> 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.

<sup>3</sup> NB this is an indicator of the total number of NAPs that move in a measurable positive direction.

<sup>4</sup> This target is expected to be achieved by programme end line. In 2020, the programme organized a regional webinar series on violence against women migrant workers data collection and use, and developed a guidance note on violence against women migrant workers data collection (to be finalized and disseminated in 2021). In 2021, technical support will be provided to partners, including close coaching on how to safely collect administrative data (harmonized in-take forms).

<sup>5</sup> This target is expected to be achieved by programme end line. In 2020, this area of work was de-prioritized by partners during COVID-19. Nevertheless, the programme developed a draft "Practical Guidance on Developing SOPs to respond to violence against women migrant workers" to be finalized and disseminated in 2021. The draft guidance was already used in Thailand and Viet Nam in 2020, as support to the drafting of local SOPs to establish referral mechanisms. In 2021, technical support to Indonesia, Philippines, Thailand, Viet Nam will be provided to make sure results are timely achieved.

|  |   |   |   |   |           |
|--|---|---|---|---|-----------|
| 2.3.2 Number of women migrants who are provided with information by networks.  | 0 migrant women (supported by SAF)                | 7500 migrant women                          | 67,347 migrant women  | 63,761 migrant women                        | Achieved  |
| <b>Output 2.4:</b> Capacity of front-line service providers (health, social and criminal justice) to provide quality, coordinated services and collect and use data ethically to respond to the needs of women migrants experiencing violence and trafficking is enhanced. |   |   |   |   |           |
| 2.4.1. Number of women migrants who receive assistance from front-line service providers   | 0 migrant women (supported by SAF)                | 2880 migrant women                          | 415 migrant women   | 1,828 migrant women                         | On target |
| 2.4.2 Number of front-line service providers trained to handle women's protection/trafficking issues in a coordinated manner   | 0 front-line service providers (supported by SAF) | 1040 front-line service providers           | 722 front line service providers <sup>1</sup>   | 2,077 front line service providers          | Achieved  |
| 2.4.3. Number of joint task forces (linking, for example, criminal justice, labour, immigration and VAW) established on women's protection/trafficking.  | 0 joint task forces (supported by SAF)            | 6 joint task forces                         | 2 task forces   | 4 task forces                               | On Target |
| <b>Output 3.1:</b> Research, data and good practices on safe and fair labour migration for women, and violence that migrant women experience, are developed, shared and used to inform policy and programme development.   |   |   |   |   |           |
| 3.1.1 Quality of participation of WMWs in international events.  | 0 blogs   | 10 blogs                                    | 3 blogs   | 5 blogs                                     | On target |
| 3.1.2 Number of media references to the content of knowledge products on women migrant workers.  | 0 media references                                | 100 media references                        | 19 media references   | 45 media references                         | On target |
| 3.1.3 Number of research studies and knowledge materials produced and disseminated focusing on safe and fair labour migration, and violence against migrant women  | 0 research studies and knowledge materials        | 50 research studies and knowledge materials | 36 research studies and knowledge materials<br>(Additional 25 translations not included in count) | 80 research studies and knowledge materials | Achieved  |
| <b>Output 3.2:</b> 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.                                      |   |   |   |   |           |

<sup>1</sup> NB. Number not necessarily mutually exclusive, as some stakeholders may go to more than one SAF training.

|   |   |  |  |                               |                         |
|---|---|--|--|-------------------------------|-------------------------|
| 3.2.1. Percent of a complete sex- disaggregated dataset produced by governments on labour migration statistics  | 45% total datasets <sup>1</sup><br>(41% sex-disaggregated datasets) | 65% total datasets<br>(61% sex-disaggregated datasets) <sup>2</sup>                        | 54% sex-disaggregated dataset (increase of 6% from 2019) | 54% sex-disaggregated dataset | On target <sup>3</sup>  |
| 3.2.2. Number of ASEAN countries collecting data on violence against migrant women (administrative or prevalence data)  | 0 ASEAN countries <sup>4</sup>                                      | 4 countries collecting data pertaining to gendered violence against women migrant workers. | 0 countries  | 0 countries                   | Off target <sup>5</sup> |
| <b>Output 3.3:</b> 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. |   |  |  |                               |                         |

<sup>1</sup> When SAF's baseline and target were set, the target and baseline of 45% and 65% were set based on all data sets in ILMS, not the sex-disaggregated data sets. Thus, in parenthetical brackets below are the re-calculated baseline of 41% and the target (keeping a range of 20 percentage points) of 61%. This re-calculation may need to be reflected in any changes made at the time of the mid-term evaluation.

<sup>2</sup> 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.

<sup>3</sup> As of end 2020, this target is 65% met (13 percentage points reached out of the 20 percentage point baseline-target gap).

<sup>4</sup> The Scoping Study and baseline exercises have indicated that while all countries within the scope of SAF are collecting administrative data on VAW, few are regularly disaggregating by migration status. In some sub-national locations this is happening.

<sup>5</sup> In 2020, a webinar series to roll out the "ASEAN VAW Data Guidelines" was organized with country-specific sessions for Cambodia, Indonesia, Philippines, Thailand and Viet Nam. Although the interest of country delegations was high, the decision to collect VAW data remains political and requires time. SAF will continue to strongly advocate for strengthening VAW administrative data collection across the region and will offer technical support to government partners. Among the many stakeholders, the Department of Foreign Affairs of the Philippines expressed interest in receiving support in 2021. This indicator is 'in progress', based on trainings conducted in 2020. Due to COVID and political re-prioritizations, however, this work has proven to be challenging and this target may need to be revised at programme mid-term.

|   |                |                                   |                        |                        |          |
|---|----------------|-----------------------------------|------------------------|------------------------|----------|
| 3.3.1 Number of persons reached through awareness-raising campaigns to change attitudes and behaviors towards women migrants.                     | 0 stakeholders | 500,000 stakeholders <sup>1</sup> | 4,837,902 stakeholders | 6,253,886 stakeholders | Achieved |
| 3.3.2 Number persons reached through campaigns to address VAW, trafficking and gender-based discrimination of women migrant workers. <sup>2</sup> |                |                                   |                        |                        |          |

<sup>1</sup> 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.

<sup>2</sup> Per 10 September 2019 Project Steering Committee, it was agreed that the targets and reporting for indicators 3.3.1 and 3.3.2 be merged for joint reporting.



## Annex 14: Case Study Summary on Services

### **Case Study Purpose and Methodology**

The case study on the provision of services uses a critical instance case study approach to examine the Safe and Fair Programme's work to strengthen the provision of services for women migrant workers, especially those who have experienced violence, across origin and destination countries. It is intended to provide meaningful insights to inform other UN initiatives in their efforts to directly serve rights holders through the provision of services. The Case Study covers all programming countries and draws on the document review, KIIs, and FGDs to examine the strategies used to identify, engage, and strengthen the capacities of service providers to better serve women migrant workers and those who have experienced violence, in addition to strengthening coordination among service providers.

### **Summary of Main Insights**

The provision of services specific to women migrant worker survivors of violence is relatively non-existent or weak across ASEAN countries, making this a particularly relevant area of intervention. While ASEAN states generally have systems in place to respond to violence against women, these systems and their accompanying services are often focused only on nationals and are not inclusive of women migrant workers.

During the programme inception phase, the Safe and Fair Programme conducted a mapping exercise to locate existing services that women migrant workers can access through their migration journey across origin and destination countries, as well as identify gaps in service provision. This was a useful exercise to help the programme to identify service providers with which to partner, and also provided important information that was later shared with women migrant workers and other stakeholders to help better connect women migrant workers with appropriate services.

The programme invested considerable efforts across both Objectives #1 and #2 to improve the capacity of service providers to deliver meaningful services, including through referrals, to women migrant workers who have experienced violence. The programme effectively leveraged existing infrastructures, such as migrant worker resource centres (MRCs), to build the capacities of service providers to better integrate ERAW priorities and strategies into their work. The programme also built from existing tools such as the Essential Services Package to help stakeholders use it in a labour migration context. The programme contributed towards building the capacities of a wide range of service providers that include health care providers, police and justice officers, MRC staff, recruiters, and Foreign Service staff.

The programme found that its work had the greatest impact in the lives of women migrant workers when service provision was strengthened among those stakeholders who are first responders when women migrant workers require support during their migration journey. These often included recruitment agencies and Foreign Service staff. In fact, improving the capacities of foreign service staff has proven to be a particularly effective method of strengthening service provision and referrals due to the fact that women migrant workers often turn to their embassies and consulates if they experience problems abroad, including violence. Increasing the capacity of Foreign Service officials was an unexpected result that was not planned for initially by the programme.

Husbands and other family members are also first responders due to their role as immediate support networks for women migrant workers. However, the programme did not specifically conduct programming to build their capacities to refer women towards appropriate services in countries of origin and/or destination. This is a missed opportunity due to the influential role that they play in the lives of women migrant workers.

The regional dimension of the programme has been very useful to strengthen service delivery and referrals across migration corridors in order to better support a women migrant worker throughout her entire migration journey. However, due to differences in infrastructures and systems for service delivery across ASEAN states, there remain significant gaps with respect to coherent referral systems and service provision across countries. Programming stakeholders would like to see the Safe and Fair Programme further leverage its regional presence and strengthen its efforts in bringing together stakeholders, including service providers, from across origin and destination countries to share information and strengthen collaboration, including through referrals.

The programme has also helped women migrant workers to access available services through the use of a number of effective strategies. For instance, the programme provided support to shelters that house women migrant workers in need. Staff members working at these shelters were able to directly take women migrant workers to appropriate service providers (health, justice, consulate, etc.), including in response to incidences of violence. The programme's support helped to keep several shelters open and operational during the Covid-19 pandemic when even more women migrant workers were in need. Another effective strategy has been by supporting hotlines where women migrant workers can call CSOs to receive information on where to access services, including in response to violence. Hotlines have been effective virtual tools for connecting women migrant workers to services when in-person meetings were not possible as a result of Covid-19 restrictions.

Interviews with CSOs revealed that connecting women migrant workers to available services is most effective when they already have an established connection with the migrant worker before she needs to access the services, including prior to any incidences of violence. The Safe and Fair Programme has made important attempts to connect with women migrant workers early in their migration journey by facilitating pre-departure orientations and by supporting women migrant worker networks that are able to establish a continuous connection with the migrant worker throughout her migration journey.

## Annex 15: List of Evaluation Findings

### Relevance

Finding #1: The SAF Programme is well aligned with international norms, standards and priorities regarding Ending Violence Against Women and labour migration. It is addressing a critical need to bring together gender equality, anti-trafficking and labour migration actors to end violence against women migrant workers.

Finding #2: SAF has addressed a wide range of women migrant worker needs (including shifting needs because of Covid-19) across origin and destination countries. While the regional nature of the programme provides added value, stakeholders are calling for a stronger regional approach to further promote cross-country synergies.

### Coherence

Finding #3: The Safe and Fair Programme is effectively drawing on the comparative strengths of both UN Women and ILO and is jointly planning, implementing and reporting on shared results to support holistic programming.

Finding #4: SAF is aware of and is closely collaborating with relevant UN programming across the region. Even so, there remain areas where further collaboration could produce additional synergies.

### Effectiveness

Finding #5: SAF has effectively contributed towards strengthening legislation and governance frameworks to protect the rights of women migrant workers by mainstreaming EVAW principles throughout policy work. The programme is on track to achieving nearly all outputs under Objective #1.

Finding #6: The Safe and Fair Programme has strengthened the capacity of service providers to respond to the needs of women migrant workers, including the right to live a life free from violence, and has increased access to essential services across their migration journey. It is on track to achieving nearly all outputs under Objective #2. However, the strengthening of women migrant workers' first line of support (i.e. the family) is an area of work that currently falls outside of the programme's PRODOC or results framework and yet requires further attention, especially the engagement of men at the community level.

Finding #7: While the Safe and Fair Programme's work on social attitudes has been far-reaching, it has lacked a strategic and specific focus. Communication for Development (C4D) is largely missing from its communications work.

### Efficiency

Finding #8: Some programming delays have occurred but the programme has been able to successfully mitigate most of their effects.

Finding #9: The establishment of NPACs and the RPAC has been an efficient and effective way of bringing stakeholders together to influence the programme's decision-making to ensure its alignment with their needs

and priorities. However, members would like to be better engaged with programme stakeholders from other countries.

Finding #10: The Safe and Fair Programme's joint programming arrangements are quite resource intensive and do not fully promote efficiencies.

Finding #11: The SAF Programme has invested significant resources into its M&E system. While reporting is regular and appreciated by stakeholders, it does not effectively capture the programme's contributions towards outcome and impact level results.

### **Potential Impact**

Finding #12: The programme is promoting gender transformative change and is having a direct impact on the lives of women and girls. However, direct-targeted engagement of men as allies has been a less prominent programme element.

### **Potential for Sustainability**

Finding #13: Programming elements of the Safe and Fair Programme largely promote sustainability. However, the future of the initiative is uncertain.

### **Gender, Equity, and Human Rights**

Finding #14: The Safe and Fair Programme has generated significant knowledge on violence against women migrant workers, gender and labour migration, and overall rights of women migrant workers that has helped to raise awareness of the rights of women migrant workers and further target its programming. However, it has faced some major challenges in supporting the collection of national data on violence against women migrant workers, which largely remains patchy, unreliable, and/or non-existent.

Finding #15: The programme has successfully encouraged the active engagement of women migrant workers and has provided opportunities for them to use their voices and better connect with each other. These empowering processes have led to the establishment of formal support networks and unions for women migrant workers that will continue to further foster their empowerment.