EVALUATION OF THE PROJECT "PREVENTING THE EXPLOITATION OF WOMEN MIGRANT WORKERS IN ASEAN"

UN WOMEN

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LIST OF ACRONYMS

ACMW	ASEAN Committee on Migrant Workers
ACW	ASEAN Committee on Women
ACWC	ASEAN Commission on the Promotion and the Protection of the Rights of Women and Children
AEC	ASEAN Economic Community
AFML	ASEAN Forum on Migrant Labour
ASEAN	Association of Southeast Asian Nations
CSO	Civil Society Organisation
DFAT	Australian Department of Foreign Affairs and Trade
EM	Evaluation Manager
ET	Evaluation Team
ERG	Evaluation Reference Group
IEC	Information, Education and Communication
IFRC	International Federation of Red Cross and Red Crescent Societies
ILO	International Labour Organisation
IOM	International Organisation for Migration
FGD	Focus Group Discussion
GE	Gender Equality
GEEW	Gender Equality and the Empowerment of Women
HR	Human Rights
HRBA	Human Rights-Based Approach
KII	Key Informant Interview
M&E	Monitoring and Evaluation
MOEAF	Myanmar Overseas Employment Agencies Federation

United Nations Entity for Gender Equality
and Women's Empowerment (UN Women)

MOU	Memorandum of Understanding
NGO	Non-Governmental Organisation
OECD DAC	Organisation for Economic Co-operation and Development – Development Assistance Committee
OESPAAA	Alliance of Asian Associations of Overseas Employment Service Providers
ROAP	Regional Office for Asia and the Pacific
PDTC	Pre-Departure Training Curriculum
RBM	Results-Based Management
TOC	Theory of Change
TORs	Terms of Reference
UN	United Nations
UNEG	United Nations Evaluation Group
UN WOMEN	UN Women (United Nations Entity for Gender Equality and the Empowerment of Women)
UFE	Utilisation Focused Evaluation
WMW	Women Migrant Worker
VAMAS	Vietnam Association of Manpower Supply

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | III

TABLE OF CONTENTS

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | V

ACKNOWLEDGEMENTS

EXECUTIVE SUMMARY

Background

Over the last several decades, Southeast Asia has been experiencing rapid economic growth and increased economic migration between the Association of Southeast Asian Nations (ASEAN) member states. Women make up approximately half of all economic migrants, and yet disproportionately work in precarious situations (including irregular and insecure employment) that offer no guarantee for the respect of their human rights. Building from UN Women's previous projects on protecting and realizing the rights of women migrant workers in the Asia-Pacific region[1], as well as important migration work led by the International Labour Organisation (ILO)[2] and other actors[3], UN Women led the project *Preventing the Exploitation of Women Migrant Workers in ASEAN* (referred from now on as the Project) from July 2014 – December 2017. With a total budget of AUD 2,000,000 (equivalent to USD 1,873,000), the Project was funded by the Government of Australia through the Department of Foreign Affairs and Trade (DFAT), with the ILO as a responsible party. The Project was designed to raise awareness about gender equality in the realm of Southeast Asian migration and to prevent the exploitation of women migrant workers in the ASEAN member states through better access to evidence and knowledge, and policy advocacy and capacity-development of ASEAN institutions and migrant workers' institutions. The Project supported work at the regional and national levels in Cambodia, the Lao People's Democratic Republic, Myanmar and Viet Nam (origin countries), and Malaysia and Thailand (destination countries).

Evaluation Purpose, Objectives, and Scope

UN Women commissioned an independent final evaluation of the Project at the end of the project cycle that is both summative and forward-looking. The objectives of the evaluation are to assess the relevance, effectiveness, efficiency, sustainability, and potential impact of the Project, in addition to the extent to which the Project has taken into consideration human rights, equity, and gender equality principles. The evaluation is also intended to assess the level of stakeholder ownership in the Project, analyze how the Project's achievements can be scaled-up, and to develop forward-looking findings, lessons learned, and recommendations to inform future strategic decisions on advancing the rights of migrant women workers in the ASEAN region. The findings of this evaluation will be shared with stakeholders and DFAT. In accordance with the evaluation's Terms of Reference (TORs), the evaluation focused on the Project as a whole; covered the entire programming period from June 2014 – December 2017; and covered all of the Project countries in the Southeast Asia region[4]. Due to a short evaluation timeframe, the evaluation team used a critical instance case study approach and conducted a more in-depth assessment of project activities that occurred in Myanmar and Thailand than in other programming countries.

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1   UN Women previous migration programming includes the 2001 – 2004 Asia-Pacific Regional Programme on Empowering Women Migrant Workers in Asia; the 2005 – 2007 Asia Pacific and Arab States Regional Programme on Empowering Women Migrant Workers in Asia Phase II; and the 2011 – 2014 Regional Programme on Empowering Women Migrant Workers in Asia.

2   Particularly its Triangle I Initiative.

3   Other actors include the International Organization for Migration, ASEAN nations, and Civil Society Organisations (CSOs), among others.

4   An assessment of the quality of the results produced by the Project (i.e. knowledge products) fall outside of the evaluation scope.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | VII

Evaluation Methodology

The evaluation used a participatory approach that engaged stakeholders throughout the evaluation process[5] in order to develop a utilization-focused evaluation. The evaluation also drew on feminist evaluation and gender equality approaches, and thoroughly mainstreamed gender equality throughout the evaluation guiding questions outlined in the Evaluation Matrix. The evaluation approach conforms to the ethical principles described in the United Nations Evaluation Group (UNEG) Ethical Guidelines for Evaluation (2008). The evaluation used a primarily qualitative methodology that drew on five lines of evidence to facilitate triangulation, which include: a document review, in-person and Skype key informant interviews (KIIs), focus group discussions (FGDs), a stakeholder self-assessment, and an open letter. Stakeholders were invited to participate in the evaluation through a purposeful sampling approach. However, due to limitations surrounding a very short evaluation schedule (the evaluation took place from December 2017 – January 2018), some stakeholders were unavailable to participate[6], resulting in the participation of 33 stakeholders.

Key Findings by Evaluation Criterion

Relevance

The Project has positioned UN Women to fill an important gap in discussing migration from a gender equality perspective and in reducing gender discrimination against women migrant workers. This was an important initiative to support UN Women in advocating for gender equality to be more embedded within ASEAN migration policies, programmes, and strategies. While the Project is well aligned with international norms and standards as well as the 2014 – 2017 UN Women Regional Office for Asia and the Pacific (ROAP) strategic priorities, there is scope for strengthening the alignment of the project design and implementation with the programming

principles outlined in UN Women's Corporate Strategic Plan 2014 – 2017, particularly around basing programmatic work on participatory and national driven processes and in strengthening the capacity of civil society. The Project could have been closer aligned with these principles and may have better met the needs and priorities of beneficiaries and stakeholders had they been fully consulted during the regional-level design phase, and throughout the Project's implementation. The Project could also have better engaged with women's organisations that were not explicitly targeted.

Effectiveness

The Project successfully met all of the outputs and outcomes identified in its results framework, and has initiated some meaningful change processes to better protect women migrant workers. Most notably, knowledge products produced by the Project were used by the Governments of Myanmar and Cambodia to initiate policy changes to better protect migrant domestic workers, and UN Women supported platforms where CSOs and government entities could further work together to discuss gender equality and migration. Although all of the Project's planned outputs and outcomes were technically achieved, the outcomes identified in the Project's results framework are pitched at a level where the extent to which they will contribute to meaningful long-term outcome-level change is unclear.[7]

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5 Stakeholders were engaged in an Evaluation Inception Meeting through to a Stakeholder Validation Session.
6 Women migrant workers and migrant workers networks were unavailable to participate in the evaluation.

7 For instance, under outcome 3 "Enhanced social mobilization to improve actions to prevent exploitation of women migrant workers", the project supported a number of social mobilization initiatives. However, the project did not include follow-up initiatives to support behavioural change to prevent the exploitation of women migrant workers. The project also did not have sufficient monitoring tools to measure behavioural changes caused by social mobilization. Therefore, the outcome is technically met but the extent to which the results are able to support meaningful outcome-level change is questionable. Limited time and project funding are likely contributing factors to why the Project was unable to achieve long-term outcome-level change.

United Nations Entity for Gender Equality
and Women's Empowerment (UN Women)

Efficiency

The ratio between project management and project activity costs are in line with other similar projects, when the contributions of regional staff to programming are taken into consideration. While UN Women found efficient ways to support project implementation partners, the entity experienced challenges around staff turnover, M&E capacity, and procurement delays that hindered the efficiency of its internal processes. Communication between project management staff and stakeholders could have been strengthened by establishing mechanisms to promote regular and constructive dialogue, such as setting up a Project Steering Committee and conducting regular stakeholder meetings. While the Project's monitoring of outputs took place at the UN Women Country Office level, the Project did not have a monitoring system in place capable of reporting on outcome-level results, and the budgeted Mid-Term Evaluation did not take place. Through this project, UN Women has used the promotion of the human rights of women migrant workers as an entry point to further sensitize new or existing partners around Gender Equality and the Empowerment of Women (GEEW). Additionally, UN Women effectively drew on its comparative advantage as a convener by bringing partners together at the regional and country levels. While the Project provided some opportunities for UN Women and the ILO to synergize their efforts to work towards greater results, there is potential for a much more integrated approach that could be explored through a joint partnership.

Sustainability

Although the Project witnessed some degree of stakeholder ownership, it was limited by the level of stakeholder consultation during the project design, along with limited engagement during the project's implementation[8]. The sustainability of project benefits is reliant on the extent to which UN Women will be able to disseminate knowledge products, continue to provide technical support to partners and stakeholders, and access follow-on funding. There may be opportunities to sustain project results through the upcoming UN Women-ILO Joint Partnership *Safe and Fair, Realizing women migrant workers' rights and opportunities in the ASEAN region,* implemented under the *Spotlight Initiative.*

Potential for Impact

The Project supported the lifting of domestic migrant worker bans, which will provide domestic workers with some legal protections that will eventually contribute to concrete changes in their lives. The evaluation has identified four opportunities where project results could be leveraged and/or scaled up to obtain a larger impact at the regional level, which are:

1. Widely disseminating knowledge products produced through this project to UN Women staff, partners, and stakeholders who could use the information to further advocate for improved protections for women migrant workers;

2. Continuing to convene meetings and dialogues between ASEAN governments and CSOs to leverage their interest in protecting women migrant workers and to expand their engagement to other gender equality concerns outside the realm of migration;

3. Expanding UN Women's gender equality technical support to newly established partners that have emerged from this project and who demonstrate a keen interest to continue working with UN Women; and

4. Drawing on UN Women's network of women's organisations to support and empower them to further engage in migration issues to advocate for the rights of women migrant workers.

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8   At the regional level, stakeholders were consulted during the Project Inception Phase (after the initial project had been designed) regarding effective ways to implement the project. Some stakeholder consultation at the national level resulted in modifications to programming activities and outputs.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | IX

Human Rights, Equity, and Gender Equality

The Project reflects human rights and equity principles by focusing on protecting migrant domestic workers, who are a particularly vulnerable group of women migrant workers. While the Project advocates for gender equality by addressing the rights of women migrant workers, it could have expanded its gender equality approach to more strategically engage men as agents of change. Finally, the Project could have benefited from the use of more participatory processes, and the methods used to identify project beneficiaries could have been more transparent to stakeholders.

Lessons Learned

The evaluation identified six (6) lessons learned that could be used as tools to inform future programming on women's rights in the realm of migration work both within the ASEAN region and beyond, and which may be particularly relevant to the *Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region,* implemented under the *Spotlight Initiative*. The lessons learned are the following:

1. Focused programming that builds momentum towards outcomes in a feasible number of strategic areas can help UN agencies manage stakeholder expectations;

2. For a project to be relevant and sustainable, a broad group of stakeholders should be consulted during the project design;

3. Relevant thematic issues, such as migration, can be used as strategic entry points to further work on GEEW with governments and CSOs;

4. UN Women is well positioned to play a strategic role in gender sensitizing the stakeholder networks of its partners (such as ILO's migration network), although this requires a significant amount of time, resources, and cooperation between agencies; and

5. Joint programming that draws on the competitive

advantages of each UN organisation is a useful construct to reduce competition for resources between agencies and to encourage more effective cooperation.

6. UN Women can add value to migration programming by further engaging its network of women's organisations to contribute towards the theme9.

Recommendations

Based on the findings and conclusions that have emerged from this evaluation, six (6) key recommendations have been developed by the evaluation team to help guide the future programming of UN Women and its partners. The recommendations were developed based on information provided by project stakeholders and were validated during a Stakeholder Validation Meeting that took place on January 30th, 2018.

Recommendation #1: The UN Women ROAP should define its strategic positioning within the ASEAN migration context.

Recommendation #2: Future UN Women gender sensitive migration programming should consider supporting women's organisations to provide direct interventions that empower women migrant workers.

Recommendation #3: UN Women's future migration programming should use a participatory approach, where the project is designed in consultation with project beneficiaries and where stakeholders are engaged throughout the project implementation.

Recommendation #4: Future gender sensitive migration programming that engages UN Women and the ILO should use more clearly defined management arrangements that better facilitate communication and cooperation.

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9   UN Women has a history of working on migration work in the ASEAN region. For instance, the agency recently managed the "Regional Programme On Empowering Women Migrant Workers In Asia December 2012 - June 2015". Even so, the evaluation found that there is room for UN Women to further engage its expansive network of women's organisations around migration issues.

Recommendation #5: UN Women ROAP, UN Women country offices, and the managers of the *Safe and Fair* project being implemented under the *Spotlight Initiative* should consider leveraging key results attained through this project by pursing the opportunities for scale-up identified in this evaluation.

Recommendation #6: UN Women Senior Management should further engage its donors in discussions around the importance of supporting multi-phase programming that can facilitate long-term outcome level change.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | XI

BACKGROUND

Over the last two decades, Southeast Asia has been experiencing rapid economic growth. In 2014, the ASEAN[10] Economic Community (AEC) was collectively the third largest economy in Asia and the seventh largest in the world.[11] However, it is estimated that approximately 60 per cent of the workers in Southeast Asia are working in vulnerable employment. This rate is even higher for women (63.1 per cent), compared to men (56 per cent).[12] Disparities in economic growth between states along with the consequential limited state capacity in some countries to accelerate universal access to decent work and social services provide both the push and pull factors of labour migration within the ASEAN region and contribute to growing internal, regional and global labour migration flows.

Migration in ASEAN

It is estimated that there are currently around 14 million migrant workers from ASEAN Member States. Six million of these migrant workers have migrated within Southeast Asia,[13] with women accounting for 47.8 per cent of all migrants (both labour and non-labour) aged between 20 and 64 in the ASEAN region.[14] Estimates also show that up to a third of migrants employed in ASEAN work in the informal sector[15] with women migrant workers often working in precarious situations (i.e. irregular and insecure employment) that offer no guarantee for the respect of their human rights. A good example of the increasing feminization of migrant out-going flows are Indonesia and the Philippines, where

women made up 62-75 per cent of workers who are deployed legally on an annual basis.[16] In Southeast Asia, the Philippines, Cambodia, Myanmar, Lao PDR, Viet Nam and Indonesia are broadly categorized as origin countries while Singapore, Brunei, Malaysia and Thailand are destination countries. Cambodia provides another clear example of the impact and importance of migration at a country level. In Cambodia, 29 per cent of the population (about 4.2 million people) had migrated out of the country by 2013, with women accounting for half of this migration flow. Furthermore, changes in the socio-political situation in some countries provide the opportunity for women from countries that had not previously been sources of migrant labour to work in other countries. Such is the case of Vietnamese and Thai who migrate to work in Taiwan, or Cambodians migrating to work in Malaysia. In this regard, there has been an increased volume of female migrants as well as diversification of migrant women in search for overseas employment in response to the demands.[17]

The Situation of Women Migrant Workers

Many women migrants work in occupations that are considered to be in the informal sector in the host country or in occupations that are excluded from important protections afforded under the regulations. This is especially true concerning domestic and care workers (it was estimated that in 2015, 83 per cent of the 9.1 million domestic workers in Southeast Asia and the Pacific were women) as well as agricultural workers. Some countries have sought to protect women workers by applying bans on women leaving their countries to work as domestic workers in other countries of the region, by raising age barriers, or limiting their ability to travel on their own. These policies have had the opposite effect,

10 ASEAN Member States are Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand, and Viet Nam.

11 http://asean.org/asean-economic-community/

12 ILO (2014) Global Employment Trends 2014: Risk of a Jobless Recovery. Geneva: ILO.

13 UN Department of Economic and Social Affairs (UNDESA), Population Division (2013).

14 UNDESA: International Migration Policies 2013 Wall Chart. Available at www.un.org/en/development/desa/population/publications/pdf/policy/InternationalMigrationPolicies2013/InternationalMigrationPolicies2013_WallChart.pdf [accessed 18 Jan. 2018].

15 A. Orbeta Jr.: Enhancing labour mobility in ASEAN: Focus on lower skilled workers, (Makati City, Philippines Institute for Development Studies Discussion Paper Series No. 2013-17).

16 UN Women (2011) Gender, Migration and Development – Emerging Trends and Issues in East and Southeast Asia. Bangkok: UN Women.

17 Royal Government of Cambodia, National Institute of Statistics and Ministry of Planning (2013) Cambodia Inter-Censal Population Survey 2013. Phnom Penh: Royal Government of Cambodia

denying women the right to free transit and resulting in women leaving their countries through irregular channels, thus increasing their vulnerability in both the origin and destination countries. Furthermore, domestic workers are less likely to benefit from labour protections and labour inspections in ASEAN are uncommon, which increases the incidence of rights violations, working in poor working conditions, long hours, limited freedom of movement, and very low salaries among domestic workers.[18]

Challenges around Gender Sensitive Migration Programming

The ASEAN commitment to protect the rights of migrant workers is largely situated under its Socio-Cultural Pillar, and 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 within this pillar, including the Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW). ASEAN has committed to address violence against women (VAW) and trafficking in persons, through the ASEAN Regional Plan of Action on the Elimination of Violence Against Women (EVAW); ASEAN Convention against Trafficking in Persons (2015); Plan of Action against Trafficking in Persons (2015); and Gender Sensitive Guidelines for Handling of Women Victims of Trafficking.

Even though these commitments demonstrate a willingness to address the rights of women migrant workers, numerous challenges remain around the implementation of effective protections. Challenges include:

- A lack of understanding of the specific dynamics of women's labour migration and the limitations that women face;

- Much of the intra-ASEAN migration is temporary, and includes irregular migrants, which may not be captured in official statistics;

- The production of sex-disaggregated data is incipient and needs to be systematized; and

- There are some coordination challenges among the ASEAN member states at the legislative and policy level.

As explained in the *ROAP Meta-Analysis of 2011-2016 Evaluation Reports*, UN Women programming has been implemented within a context of increased challenges and opportunities in the region. Apart from the increasing number of migrant workers and the heightened women's vulnerability to exploitation described above, these challenges and opportunities include an increased number of humanitarian disasters which has brought along the need for gender-responsive disaster response and prevention approaches; the establishment of the ASEAN Economic Community, signifying opportunities to address women's economic empowerment; and a rise in state authoritarianism along with shrinking spaces for civil society, which has had a disproportionate effect on women and has posed challenges to the advancement of human rights mainstreaming.

The relationships between CSOs and the national governments in the countries where they operate differ greatly from one ASEAN state to another, and yet some consistent challenges are present. For instance, in Lao PDR, CSOs have been able to play an active role in the creation of state organs while in Singapore, their activities are heavily restricted.[19] CSOs face particular challenges in the ASEAN region, as outlined by the Heinrich Böll Foundation, which explains that the ASEAN Civil Society Conference/ASEAN Peoples' Forum (ACSC/APF) is the main forum for CSO engagement with ASEAN. The internal ACSC/APF ten-year review (2005-2015) concluded that "individual ASEAN member countries have consistently resisted and vacillated with regards to civil society participation and engagement" and

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18 UN General Assembly. 2015. *Report of the Special Rapporteur on the human rights of migrants, François Crepeau,* A/HRC/29/36, paragraph 3

19 An ASEAN Community for All: Exploring the Scope for Civil Society Engagement, Friedrich-Ebert-Stiftung, Office for Regional Cooperation in Asia (2011)

United Nations Entity for Gender Equality and Women's Empowerment (UN Women)

that "silence and lack of attention and response prevailed regarding the observations and the recommendations raised in all previous ACSC/APF statements". Some of the main concerns expressed by CSOs relate to a lack of popular participation in ASEAN decision-making; weakening democracies and the prevalence of authoritarianism; weak social protection for all residents and migrants; as well as on-going inequality between genders.20

Despite these on-going challenges, through its convening role, UN Women has been able to engage with civil society and national and regional governments in order to institutionalize spaces of dialogue and build bridges. Examples of this can be found in the work accomplished by the 2001 – 2004 Asia-Pacific Regional Programme on Empowering Women Migrant Workers in Asia; the 2005 – 2007 Asia Pacific and Arab States Regional Programme on Empowering Women Migrant Workers in Asia Phase II; the 2011 – 2014 Regional Programme on Empowering Women Migrant Workers in Asia; and the 2011 – 2016 Regional Programme on Improving Women's Human Rights in Southeast Asia – CEDAW-SEAP. Continuing with this role, UN Women, through its Regional Office for Asia and the Pacific (ROAP), has responded to the need to promote and protect the rights of women migrant workers through its Regional Project, *Preventing the Exploitation of Women Migrant Workers in ASEAN* supported by the Australian Government Department of Foreign Affairs and Trade (DFAT).

This Project builds upon UN Women's work within ASEAN (particularly around Violence Against Women) and previous migration work executed by the International Labour Organization (ILO) and the International Organization for Migration (IOM). In particular, the Project builds on ILO's Triangle 1 Project, which promoted decent work opportunities for ASEAN migrant workers by increasing their access to legal and safe migration channels and improving labour protection. While gender equality is also a priority for the ILO, this Project has provided UN Women with an opportunity to focus in particular on migration from a gender perspective, by addressing safe migration, ending all forms of violence against women, social protection, and increasing women's voice and participation in decision-making by working in partnership, at both the regional and national levels, towards strengthening protections to counter and prevent the abuse, violence, trafficking and exploitation of women migrant workers in ASEAN.

20 New Perspectives on Civil Society Engagement with ASEAN, Eduardo C. Tadem, published by Heinrich Böll Foundation (2017)

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 3

THE EVALUATION OBJECT

2.1 Object of the Evaluation

The Project on Preventing the Exploitation of Women Migrant Workers in ASEAN was implemented by UN Women through its Regional Office for Asia and the Pacific (ROAP) from July 2014 to December 2017. With a total budget of AUD 2,000,000 (equivalent to USD 1,873,000), the project was funded by the Government of Australia through the Department of Foreign Affairs and Trade (DFAT).

The overall goal of the project is to prevent the exploitation of women migrant workers in the Association of Southeast Asian Nations (ASEAN) member states through better access to evidence and knowledge, and policy advocacy and capacity-development of ASEAN institutions and migrant workers' institutions.

Three key strategies have been adopted to achieve the results of the project, including:

1. Generation of evidence and knowledge about the gender dimensions of extreme labour exploitation and unsafe migration and strategies for prevention;

2. Policy advocacy based on evidence and international norms and standards to enhance cross-border collaboration and accountabilities of regional and state actors in ASEAN (in particular national government, ASEAN Committee on Migrant Workers (ACMW); ASEAN Committee on Women (ACW); ASEAN Commission on the Promotion and the Protection of the Rights of Women and Children (ACWC) to prevent exploitation of women migrant workers; and

3. Social mobilisation and campaigning to prevent violence, exploitation and abuse of migrant women workers, using two-pronged approaches that would include both strengthening the leadership, life skills and peer support of young women in sending countries as well as using public awareness campaigns and messaging to reduce acceptance of abuse and exploitation of women migrant workers, especially targeting young people in receiving areas.

The project supports work at the regional level in Cambodia, the Lao People's Democratic Republic, Myanmar and Viet Nam (origin countries), and Malaysia and Thailand (destination countries). The project is designed to contribute towards three (3) outcome-level results with corresponding outputs, as outlined in Table 1 below.

TABLE 1

Results Framework for the Project Preventing the Exploitation of Women Migrant Workers in ASEAN

Outcome 1: ASEAN Member countries have benefited from the improved access to gender-sensitive evidence and knowledge to prevent exploitation of women migrant workers and promote their rights.
Output 1.1: New knowledge and evidence on gender-responsive and rights-based practices to prevent exploitation of women migrant workers are generated to influence policies and regulatory frameworks
Output 1.2: Recruitment agencies have increased access to knowledge, resources and skills to prevent the exploitation of women migrant workers
Outcome 2: ASEAN Mechanisms advocate for preventing exploitation of women migrant workers at the regional and national levels
Output 2.1: ASEAN mechanisms have increased understanding of policies and processes that address exploitation of women migrant workers
Output 2.2 Civil society organizations working with and for women migrant workers are able to effectively advocate with ASEAN Member States and ASEAN institutions, to promote and protect the rights of women migrant workers.
Outcome 3: Enhanced social mobilization to improve actions to prevent exploitation of women migrant workers.
Output 3.1: Youth, women's organizations and migrant worker networks have increased capacity to conduct campaigns and advocacy for prevention of exploitation of women migrant workers.

Detailed project results and performance indicators are outlined in the Project Logic Model (See annex B).

The International Labour Organisation (ILO) was a key responsible partner, and the Project built on important migration work achieved by the ILO under its Triangle I Project[21]. As with UN Women[22], the ILO has a longstanding history of working on migration issues in the Southeast Asian region and places gender equality as one of its organisational priorities.

UN Women will share the findings of this evaluation (December - January 2017) with the Australian Government Department of Foreign Affairs and Trade.

2.2 Evaluation Stakeholders

The Project engaged a wide variety of stakeholders (including project implementation partners, duty bearers and rights holders).

Project stakeholders include:

- Australian Department of Foreign Affairs and Trade (DFAT)
- UN Women
- International Labour Organisation (ILO)
- ASEAN Member States (ASEAN Secretariat, National Level Sectoral Ministries)
- ASEAN Mechanisms (ASEAN Committee on Migrant Workers (ACMW); ASEAN Committee on Women (ACW); ASEAN Commission on the Promotion and the Protection of the Rights of Women and Children (ACWC)).

21-22 UN Women previous migration programming includes the 2001 – 2004 Asia-Pacific Regional Programme on Empowering Women Migrant Workers in Asia; the 2005 – 2007 Asia Pacific and Arab States Regional Programme on Empowering Women Migrant Workers in Asia Phase II; and the 2011 – 2014 Regional Programme on Empowering Women Migrant Workers in Asia.

- NGOs, CSOs, regional migrant networks, youth networks, women's networks, and domestic worker networks (ASEAN Women's Caucus, Red Cross (IFRC), Migrant Forum Asia, CARAM Asia; and domestic worker networks).

- Recruiting Agencies

- Trade Unions

- Employers and Employer Federations

- Academic Partners

- Media Partners

- Rights Holders (includes Women Migrant Workers, Men Migrant Workers, Vulnerable Youth, Forced and Voluntary Migrant Workers, Potential Migrant Workers, Returnees, Trafficking Victims, and Domestic Workers).

- Family Members and Host Communities of Migrant Workers

During a Stakeholder Inception Meeting that took place on December 13th, 2017, stakeholders participated in a Stakeholder Mapping Session where they identified the project stakeholders listed above and discussed what information generated by the evaluation will most likely be useful to each stakeholder and how this information will most likely be used. The Evaluation Team (ET) used information obtained through an initial document review to add information on the roles of each stakeholder and their stakes in the project. The results from the Stakeholder Mapping Session can be found in annex E.

Even though the project design is based on a logical framework (see annex B), the Project has not articulated this framework through a clearly defined Theory of Change (ToC) model. For the purposes of this evaluation, the ET has re-created the Project's ToC and has presented it in the visual ToC model in Annex H.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **7**

EVALUATION PURPOSE, OBJECTIVE AND SCOPE

3.1 Purpose

This evaluation falls at the end of the project cycle (June 2014 – December 2017) and has both a summative and forward-looking focus. The summative nature of the evaluation serves accountability purposes and provides direct feedback to the Australian Department of Foreign Affairs and Trade (DFAT), who is the primary funder of this initiative. Evaluation findings and recommendations will be shared with DFAT in March 2018. The summative nature of the evaluation has ensured an assessment of the project's performance, including its strengths and areas for improvement. Specifically, the evaluation looks into the project relevance, overall performance, management arrangements, potential impact of project activities on preventing the exploitation of women migrant workers and other beneficiaries, and the sustainability of results. A forward-looking focus was used to develop specific findings, lessons learned, and recommendations that can inform future migration work in the region and that will assist stakeholders in making decisions on the future direction and design of the project.

The information generated by the evaluation is intended to be used by a wide variety of stakeholders to serve different purposes. Stakeholders who participated in the Stakeholder Inception Meeting contributed to identify what information will likely be most useful to each project stakeholder and how this information will likely be used. This information is outlined in the Stakeholder Map found in annex E. The primary intended users of the evaluation are those project stakeholders who will be in a position to influence future strategic decisions on advancing the rights of migrant women in the ASEAN region. These stakeholders include the Australian Department of Foreign Affairs and Trade (DFAT), UN Women, the International Labour Organisation (ILO), ASEAN Mechanisms, and ASEAN Governments.

3.2 Objectives of the Evaluation

The Terms of Reference do not identify specific evaluation objectives. However, the ET understands the evaluation objectives to be the following[23]:

1. Assess the **relevance** of the project;

2. Assess the **effectiveness and efficiency** of achieving results against set objectives;

3. Assess the **sustainability of project results;**

4. Assess the **potential impact** of project activities on preventing the exploitation of women migrant workers and other beneficiaries in the region;

5. Analyze the extent to which the project has taken into consideration **human rights, equity, and gender equality principles**[24][25]

6. Analyze the **nature of the joint programme** in terms of how it has allowed the UN to work in a more coordinated manner with partners;

7. Assess the level of **stakeholder ownership** in the project;

8. Analyze how the project's achievements can be **scaled-up** to create greater impact at the regional levels; and

9. Develop forward-looking **findings, lessons learned**, and recommendations to inform future strategic decisions on advancing the rights of migrant women in the ASEAN region.

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23 During the Inception Meeting, the evaluators explained that it is premature to assess the project impact but that the evaluation should instead assess the potential for impact that the Project may have on preventing the exploitation of women migrant workers and other beneficiaries.

24 The TORs do not explicitly ask for the evaluation to analyze the extent to which the project has taken into consideration Human Rights, equity, and gender principles. This objective has been added by the evaluation team to adhere to UN Women standards on integrating these principles into its evaluation work.

25 UN Women Evaluation Handbook: How to manage gender responsive evaluation. http://genderevaluation.unwomen.org/en/evaluation-handbook

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **9**

3.3 Evaluation Scope

In accordance with the TORs, the evaluation focused on the project as a whole; covered the entire programming period from June 2014 – December 2017; and covered all of the project countries in the Southeast Asia region, which include: Cambodia, Lao People's Democratic Republic, Myanmar, Vietnam, Malaysia, and Thailand. An assessment of the quality of the results produced by the Project (i.e. knowledge products) fall outside of the evaluation scope. The evaluation analysed and assessed the project according to the evaluation objectives outlined in the above section. Due to a short evaluation timeframe, the ET conducted a more in-depth assessment of project activities that occurred in Myanmar and Thailand than in other programming countries. The information obtained through this in-depth case study assessment was used to understand some of the factors that have contributed to the achievement and non-achievement of results.

Evaluation criteria

The evaluation followed the standard OECD DAC evaluation criteria: relevance, effectiveness, efficiency, and sustainability. The criterion of impact was replaced by *potential for impact* due to the inherent restrictions in assessing impact at such an early point after the completion of the project. The selection of the evaluation criteria was based on the evaluation TORs and aligned with OECD DAC evaluation criteria, (2) UN Women's Evaluation Handbook on *How to manage gender responsive evaluation*, and UNEG standards. Specific evaluation questions, sub-questions, and indicators per evaluation criterion are presented in the Evaluation Matrix presented in annex G.

To clarify expectations, the ET discussed with project stakeholders during the Stakeholder Inception Meeting how the complex criteria of efficiency and sustainability should be assessed. Stakeholders and the ET agreed that under the efficiency criterion, the evaluation would focus on assessing value for money and the efficiency of the working dynamics between stakeholders, including UN entities and

ASEAN governments and mechanisms. However, due to the very short evaluation timeframe and limited financial data available to the evaluators, the ET conducted an overall cost assessment rather than a value for money assessment[26]. Stakeholders and the ET agreed that sustainability would focus primarily on the level of stakeholder ownership in the project and the likeliness of sustained project results.

The evaluation applied the UNEG Guidance on Integrating Human Rights and Gender Equality. This included: (1) Analysing the roles of stakeholders as duty bearers and rights holders; (2) using methods that are sufficient to identify and triangulate gender characteristics of the evaluation object; and (3) facilitating participation of stakeholders in the inception, data collection, and validation phases. As per UN Women Human Rights and Gender responsiveness evaluation guidelines, the ET has added integration of a human rights approach and of equity and gender equality principles as a standalone criterion in addition to mainstreaming these principles within the rest of the framework. Under the standalone criterion, the evaluation assessed the extent to which UN Women integrated human rights, equity, and gender equality principles into the design and implementation of the project.

As decided in the Stakeholder Inception Meeting, this evaluation does not include a systematic assessment of the long-term impact of the intervention on its beneficiaries and their contexts as this type of analysis would require resources and methods and an extended timeframe beyond the design of this evaluation. The analysis of outcomes has, however, identified to some extent pathways to impact.

Evaluation Guiding Questions

In order to provide a framework to collect, analyse and assess data and information to answer the key evaluation questions, an Evaluation Matrix (EM) was developed by the ET (found in annex G). The matrix was used as a tool for systemizing the data collection process, identifying gaps in evidence, and developing

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26 The cost assessment conducted by the ET looks at the percentage of budgeted resources that we allocated and spent on management costs versus direct project activity costs.

a clear evaluative argument. Within the EM, each question contains sub-questions and indicators for further specificity and to help guide the assessment of each question. The development of methods for data collection and analysis has also been based on the EM. Due to the limited timeframe and scope of the evaluation, the evaluators worked with the Evaluation Manager to further refine the EM in order to identify the top 10 questions that the evaluation should focus. These questions are identified in **bold** in the Evaluation Matrix. The evaluation matrix mainstreamed gender into all criteria and questions where appropriate.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **11**

EVALUATION METHODS

4.1 Evaluation Approach and Design

Evaluation Approach and Design

An evaluation is a process that should seek to provide useful, valid and reliable findings derived from information supplied by all stakeholders involved, with a view to enhancing the demonstration of tangible results, identifying potential improvements as necessary, and making better-informed strategic decisions. The evaluation used a **participatory approach** that engaged stakeholders throughout the evaluation process to develop a **utilisation-focused evaluation, and that drew on feminist evaluation and gender equality approaches.** Due to the short evaluation timeframe, it was only possible to conduct in-person interviews in Thailand and Myanmar. Because of this restriction, the ET proposed to use a **critical instance case study approach,** which examines a single instance of unique interest, or serves as a critical test of an assertion about a program, problem or strategy. This approach has been used to understand how the project has influenced women's economic migration from Myanmar (a source country) to Thailand (a destination country). A more detailed explanation of the evaluation approach and design used for this evaluation can be found in annex I.[27]

4.2 Sampling

The evaluation used a purposeful[28] sampling approach where key stakeholders who participated as data sources in the evaluation were identified in collaboration between the Evaluation Manager, the Evaluation Reference Group (ERG), and the ET (see annex E for a list of stakeholder groups that were consulted as sources of information). Representatives from all stakeholder groups were invited to participate as data sources either through

Skype, in-person interviews, focus group discussions, or email engagement. The level of stakeholder participation was dependent on the availability of each stakeholder. Unfortunately, migrant women workers and migrant worker networks were unavailable to participate in the evaluation. Annex I lists the stakeholders who participated in this evaluation per sex, country, and type of evaluation method used to engage them.

See annex I for a justification for the selection of case study countries and to understand how the evaluation attempted to include vulnerable voices.

4.3 Sources of Data and Collection Methods

The evaluation draws on multiple lines and levels of evidence to facilitate triangulation and to ensure robust evaluation findings. The lines of evidence include a document review; key informant interviews (KIIs); focus group discussions (FGDs); a stakeholder self-review; and an open letter. The evaluation looked at multiple lines of evidence, which include the sub-national, national, and regional levels. See annex L for a detailed description of the data collection methods and sources of data that were used to inform the evaluation. Table 2 outlines the number of stakeholders that were consulted as part of this evaluation, broken down by data collection method and sex.

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27 For a full description of the Evaluation Methods, see Annex I.
28 The purposeful sampling ensured that selected stakeholders could speak about the project activities that have occurred in all participating countries and across all results levels.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 13

TABLE 2
Total number of stakeholders who participated in the evaluation

Data Collection Method	Number of Stakeholders	Women	Men
Key Informant Interviews (in-person and through Skype)	15	12	3
Focus Group Discussions	6	4	2
Open Letters	12	8	4
Total	33	24	9

4.4 Data Analysis Methods

The evaluation used the four primary analysis methods (contribution analysis, cost analysis, equity and gender equality analysis, and coding and triangulation) to assess primary and secondary information obtained through the evaluation's lines of enquiry to answer the evaluation questions identified in the Evaluation Matrix (Annex G). See annex I for a description of each data analysis method.

4.5 Validation, Presentation and Dissemination

Validation

Key stakeholders had several opportunities during the evaluation process to actively contribute towards the review and validation of evaluation findings. At the end of each interview and focus group discussion, the evaluators reviewed with the stakeholders the most important key points from the discussion. Additionally, once the second version of the draft report was written, a stakeholder validation meeting took place where stakeholders could review, provide feedback, and validate the evaluation findings and recommendations.

Presentation

The evaluation findings and recommendations are presented in this report. In addition, the ET will create two **communications products** to help share evaluation findings and recommendations with project stakeholders. There will also be a One-Page Summary document that highlights the primary findings and recommendations. This will be presented in a visually appealing format with limited text in order to facilitate stakeholders with the translation of the document into local languages. The second product will be an English-language short video no longer than 2 minutes that highlights the evaluation's primary findings and recommendations. Video footage has been collected through KIIs and FGDs during on-site visits in Thailand and Myanmar, and Skype interviews with stakeholders located in other countries. At the end of each KII and FGD, the evaluators recapped key discussion points and provided stakeholders with an opportunity to create a video recorded message to highlight key points for the summary video. This was a way to directly capture the voices of stakeholders and facilitate their dissemination.

Dissemination

During the Stakeholder Inception Meeting, stakeholders expressed an interest in translating the One-Page Summary into local languages so that stakeholders at the local level can benefit from the evaluation findings and recommendations. Stakeholders also identified an interest in working with their partners to embed the One-Page Summary on the websites and social media platforms of the project partners.

4.6 Limitations

The evaluation faced a number of limitations that were identified during the evaluation inception phase. Approaches to mitigating these have been integrated into the evaluation design. The limitations and mitigation strategies are discussed in table 3.

TABLE 3
Evaluation limitations and mitigation strategies

Limitations	Mitigation Strategies
1. While the use of a case study approach is helpful for gaining an in-depth look at project dynamics, findings could not be generalized to other project contexts.	1. The use of a document review, Skype KIIs, and email discussions helped to provide a more holistic view of the project. Nevertheless, a limited number of stakeholders were available to participate in the evaluation and were therefore consulted.
2. While the interest among stakeholders in participating in the evaluation process was high, some stakeholder engagement proved to be challenging. For instance, meetings with women migrant workers and women migrant worker networks in Myanmar were cancelled at the last minute because of stakeholder unavailability. Also, due to the evaluation's limited timeline, not all stakeholders who were invited to participate through Skype meetings or open letters were available. As a result, no stakeholders participated from Laos, Vietnam, Malaysia[29], or Singapore[30], therefore limiting the insights that could be gained from experiences in those countries. The evaluation is therefore based on a limited number of consultations with stakeholders from a reduced number of ASEAN countries, which creates some risk of potential stakeholder bias (see annex K for a list of stakeholders per country).	2. The ET attempted to mitigate the risk of low stakeholder engagement by engaging stakeholders from the beginning of the evaluation process through a Stakeholder Inception Meeting and by creating an evaluation Facebook Page to motivate and inform stakeholders about the evaluation process. Also, to the extent possible, qualitative data from stakeholders was triangulated against documentation and other stakeholder views to diminish potential biases from individual stakeholders' perceptions.
Limitations	**Mitigation Strategies**
3. The evaluation timeframe is extremely limited for the size and scope of the project.	3. The ET took the limited evaluation timeframe into consideration when developing the evaluation design. Data collection methods attempted to include the maximum number of stakeholders possible within the limited evaluation timeframe. For instance, the ET offered stakeholders the option of participating in a Skype KII or to submit a written response, which allowed for greater flexibility around stakeholder engagement.
4. While contribution analysis is a useful tool to assess the extent to which the project has likely contributed to outcomes, it is impossible to completely isolate the attribution of results generated from this project from migration work being done by other projects (such as other ILO migration initiatives) in the region.	4. Even though it was not possible to separate attribution for results among stakeholders, the ET took into consideration similar work being undertaken by other projects in the region when assessing the evaluation evidence.

29 Activities in Vietnam and Malaysia were implemented by the ILO.
30 While Singapore is a destination country, the Project did not execute any direct initiatives there.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 15

4.7 Ethics

The evaluation approach conforms to the ethical principles described in the United Nations Evaluation Group (UNEG) Ethical Guidelines for Evaluation (2008). For further information on this, see annexes I and N.

FINDINGS

5.1 Relevance

The following section provides an assessment of the project relevance by examining the extent to which the project's design is in line with the needs and priorities of project beneficiaries and stakeholders, and international norms and standards.

The key evaluation questions guiding this assessment are:

1) To what extent did the project design meet the needs of beneficiaries?

2) To what extent were the project objectives aligned with stakeholder priorities and international norms and standards?

The Extent to which the Project Design Met the Needs of Beneficiaries and is aligned with Beneficiary Priorities

Finding #1: The Project has positioned UN Women to fill an important gap in discussing migration from a gender equality perspective and in reducing gender discrimination against women migrant workers.

Due to increasing economic migration within and between ASEAN countries and the particularly vulnerable situation of women migrant workers, there is without doubt a valuable role for UN Women to play in protecting the rights of women migrant workers. This was an important initiative to support UN Women in advocating for gender equality to be more actively integrated into migration policies, strategies, and frameworks. It is commendable that DFAT has taken the initiative to support UN Women in highlighting discrimination against women migrant workers and in supporting initiatives to reduce their exploitation.

The UN Women project "Preventing the Exploitation of Women Migrant Workers in the ASEAN Region" (referred from now-on as the Project) produced several important knowledge products that raised awareness on gender discrimination against women migrant workers. In some cases, government ministries used these products to change legislation (outcome 1). For instance, stakeholders reported that the Government of Cambodia used the studies produced by UN Women as evidence to base its decision to lift a ban on migrant domestic workers working in Malaysia. The Project also supported working relationships and opened a dialogue between CSOs and government officials around gender equality within the realm of economic migration (outcome 2).

At the regional level, the Project facilitated UN Women in supporting the integration and participation of CSOs in ASEAN Forum on Migration Labour (AFML) meetings, which gave CSOs a platform to express their views and generate gender sensitive recommendations to ASEAN governments. As an example of work at the national level, the Project supported the UN Women Myanmar Office to organise workshop events between government officials and CSOs to discuss how gender sensitive changes could be made to the national Overseas Employment Act. Representatives of both NGOs and the Myanmar Ministry of Labour expressed appreciation to UN Women for having opened a constructive dialogue between civil society and government, one that has encouraged each one to better understand the interests and challenges of the other.

Government staff report finding it useful that the project had a regional focus, since this allowed them to reflect upon how national policies on women migrant workers function in relation to the policies of other ASEAN nations. For instance, the project facilitated discussions around how the adoption of a no-fee recruitment policy in Thailand, which was an advancement for the rights of migrant workers, had some negative repercussions in Myanmar as it deferred the costs to recruitment agencies from the origin country. Additionally, the regional nature of the project helped establish a memorandum of understanding (MOU) between the Government of Cambodia and the Government of Malaysia regarding the protection of migrant domestic workers.

United Nations Entity for Gender Equality and Women's Empowerment (UN Women)

Thus, overall, the project was relevant to advancing the internationally recognised human rights of women migrant workers through better protection under national legislation.

Finding #2: The Project could have better met the direct needs and priorities of beneficiaries had stakeholders been more fully consulted during the regional-level design phase.

The regional Project was designed and instigated very quickly[31], and did not include a full stakeholder consultation phase for stakeholders to voice their needs and priorities. While some stakeholders were invited to an Inception Meeting, their participation was limited to providing feedback on how to implement the already established project goals and outcome-level results. Stakeholders explain that had the regional project design phase included a comprehensive needs assessment or stakeholder consultations, some of the outputs may have been more useful to end-users.

There was better consultation in the design of activities at country level. An example of how stakeholder consultation can positively influence the usefulness of programming can be seen in the case of Myanmar, where the UN Women country office held a stakeholder consultation session prior to designing country-level programming as part of this Project.

As a result of stakeholder consultation, the country office re-focused programming in order to better support the government's priority of addressing the national legal framework affecting migrant domestic workers. This shift in focus resulted in a joint research paper between UN Women Myanmar and the Ministry of Labour, Immigration, and Population entitled "Myanmar Domestic Workers – Driving Development at Home and Abroad" that helped generated needed evidence around ending the government ban on migrant domestic work. UN Women Myanmar's sensitivity towards the needs and priorities of stakeholders was instrumental in working towards outcome-level change and at strengthening its relationship with the government.

In future regional projects, a more comprehensive and systematic set of stakeholder consultations could help inform UN Women of its options and influence its programming decisions accordingly. For example, it can be used to refine the scope of the project by identifying interesting areas of migration work that UN Women could be well placed to support, or areas where UN Women is not necessarily best placed to meet a particular set of stakeholder needs.

Table 4 identifies gender sensitive migration needs and priorities identified by stakeholders who participated in this evaluation that lay outside of the Project scope.

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31 The evaluation is unable to state for certain why the project was designed in a short timeframe.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **19**

TABLE 4
Stakeholder needs and priorities outside of the project scope[32]

Stakeholder Group	Description of the Need or Priority
Women Migrant Workers	Migrant workers need more pre-departure knowledge and training support; access to legal recourses when working abroad; and support and skills training to reintegrate into their communities upon return.
Women Migrant Workers and their Communities	More development work needs to be done to address the factors that cause women migrant workers to leave their communities in the first place.
Women's Organisations	There is a gap in engaging women's organisations in migration issues and providing them with the capacity development and technical support necessary to advocate for women migrant workers.
Stakeholder Group	**Description of the Need or Priority**
ASEAN Governments and Mechanisms	There is an on-going need for greater coordination between governments around migration policies.
ASEAN Governments	ASEAN governments require support in making concrete changes to government policies and legislation to better protect the rights of women migrant workers.

Extent to which the Project Objectives Aligned with UN Women Strategies and International Norms and Standards

Finding #3: The Project was well aligned with international norms and standards regarding women's rights, sustainable development, and international migration.

The Project was well aligned with international norms and standards regarding women's rights, sustainable development, and international migration. The Project was aligned with CEDAW's Article 2 (f), i.e. to take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices, which constitute discrimination against women; as well as with the General Recommendation No. 26 on Women Migrant Workers. Concerning the Sustainable Development Goals (SDGs), the Project's results aim at building the resilience of the poor (SDG 1.5); eliminating the exploitation of women (SDG 5.2); protecting the labour rights of women migrant workers (SDG 8.8); and facilitating orderly, safe, regular, and responsible migration (SDG 10.7). Finally, the Project's results are aligned with what is stipulated in the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (December 1990); and the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (Cebu Declaration, 2007).

Finding #4: The Project was well aligned with the 2014 – 2017 UN Women ROAP strategic priorities.

The project was well aligned with the 2014 – 2017 strategic priorities of the UN Women Regional Office for Asia under key impact areas and strategies for regional programming. The Project directly contributed to DRF Impact Area 2, Outcome 2.2, i.e. Improved conditions of work for marginalized groups of women, especially women migrant workers, workers in informal sectors, indigenous women, and home-based workers.

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32 The needs of each stakeholder group were identified by stakeholders at large and were not necessarily articulated by each stakeholder group themselves (i.e. the needs of women migrant workers were articulated by CSOs working with women migrant workers). This analysis is not meant to replace a formal needs assessment or stakeholder consultations.

The project design was also aligned with the following UN Women thematic priorities outlined in its Corporate Strategic Plan 2014-2017:

- Fully Aligned with Impact Area 2: Women, especially the poorest and most excluded, are economically empowered and benefit from development.

  o Outcome 2.1: National plans, legislation, policies, strategies, budgets and justice mechanisms adopted and implemented to strengthen women's economic empowerment;

- Partially aligned with Impact Area 3: Women and girls live a life free from violence;

  o Outcome 3.1: Laws, policies and strategies adopted and implemented in line with international standards and informed by voices of women survivors of violence to prevent and respond to violence against women and girls.

Finding #5: There was scope for strengthening the alignment of the Project design and implementation with the programming principles outlined in UN Women's Corporate Strategic Plan 2014 – 2017.

The Project design and implementation could have been better aligned with UN Women's Corporate Strategic Plan 2014-2017 regarding the following principles identified through lessons learned from the SP 2011 – 2013: (1) "The importance of basing programmatic work on participatory and national driven processes" (page 2 b); and (2) to build on "UN WOMEN's success in strengthening capacity of civil society, but the need to do so in sustainable ways" (page 2 b).

As noted in findings #2, #10, #7, the Project could have used a more participatory approach. Stakeholders and beneficiaries were not consulted about their needs and priorities during the project design phase,

and they were not actively engaged throughout the project implementation. Additionally, the Project could have better engaged with women's organisations who were not explicitly targeted (refer to those findings for more detailed information).

5.2 Effectiveness

The following section provides an assessment of the project's effectiveness by examining the extent to which the project has attained its objectives, and by identifying key factors that have contributed to the attainment of results and areas where greater results could have been achieved.

The key evaluation questions guiding this assessment are:

1) To what extent did the project attain identified results and meet expectations?

2) What are the key successes and challenges that the project experienced and what are the factors underlying them?

3) How could the project have been improved to achieve greater results?

Extent to which expected results were achieved

Finding #6: The Project met all of its planned outputs and outcomes, and has initiated some meaningful change processes to better protect women migrant workers.

The Project successfully met all of the outputs and outcomes identified in its results framework (see annex M for a detailed summary of the actual results achieved versus planned results that was re-created by the evaluation team). The following section discusses the initiated change processes that occurred under each outcome.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 21

TABLE 5

Summary of outputs achieved under Outcome 1

Outcome 1: ASEAN Member countries have benefited from the improved access to gender-sensitive evidence and knowledge to prevent exploitation of women migrant workers and promote their rights.

- ✓ 4 knowledge products
- ✓ 5 policy briefs
- ✓ In-person or online launch events
- ✓ Modified tool "Gender on the Move" for cultures in Southeast Asia
- ✓ Reviewed and provided recommendations and training on the gender responsiveness of the code of conduct, monitoring tools, standardized pre-departure training curriculum (PDTC) of recruitment agencies in Vietnam, Cambodia, and Myanmar.

The project produced four (4) key knowledge products at the national and regional levels as well as a set of policy briefs that have been used by CSOs and governments as reference tools and evidence to better protect women migrant workers. These products were used by the Governments of Myanmar and Cambodia to initiate policy changes regarding the legal status of migrant domestic workers. The Myanmar Government has indicated that it is interested in piloting the partial lifting of a current ban prohibiting domestic workers from working abroad.[33] Along the same lines, the Government of Cambodia has already signed a memorandum of understanding (MOU) with the Government of Malaysia to lift a ban on Cambodian domestic workers working in Malaysia. The long-standing presence and work of UN Women, the ILO and the IOM are likely to have been major drivers of this change. UN Women's unique strengths as a GEEW knowledge hub and its good working relationships with national governments are likely to have contributed to this key change in government policy.

Under this Project, UN Women worked with recruitment agencies in Vietnam, Cambodia, and Myanmar to provide recommendations on how to make their tools more gender sensitive. This included providing a gender sensitive assessment and recommendations on their code of conduct, monitoring tools, and standardized pre-departure training curriculum (PDTC). Through the Project, UN Women established its own relationships with recruitment agencies that were initially part of the ILO stakeholder networks. Recruitment agencies demonstrated an appreciation for the support that UN Women provided and expressed an interest in continuing to work with UN Women to further their understanding of GEEW and to make their processes more gender sensitive. Additionally, in Myanmar, UN Women worked with the Myanmar Overseas Employment Agencies Federation (MOEAF) to support it in understanding why sex disaggregated data is valuable within its national database.

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33 Currently, the ban is in effect for all migrant domestic workers regardless of the destination country. The Government of Myanmar has shown interest in a pilot initiative to lift the ban for domestic workers working in Singapore.

TABLE 6
Summary of outputs achieved under Outcome 2

Outcome 2: ASEAN Mechanisms advocate for preventing exploitation of women migrant workers at the regional and national levels.
✓ Supported the ACMW work plan for 2016–2020 to include initiatives to better understand the situation of women migrant workers in ASEAN. ✓ Organised 3 ASEAN-level events (workshops and inter pillar policy dialogues). ✓ Commissioned a scoping study in partnership with ASEAN bodies entitled "Strengthening the Protection and Empowerment of Women Migrant Workers in Crisis and Disaster Situations". ✓ Supported CSOs to participate in and provide recommendations to the AFML through the Task Force on ASEAN Migrant Workers.

The Project supported CSOs and ASEAN mechanisms to better advocate for the legal protection of women migrant workers. The outputs achieved under outcome 2 helped make ASEAN mechanisms more gender sensitive, and supported dialogues and working relationships between CSOs and ASEAN governments to better protect women migrant workers. In particular, UN Women supported CSOs to participate in and provide gender sensitive recommendations to the ASEAN Forum on Migrant Labour (AFML), thus encouraging CSOs to voice their concerns and recommendations at a governmental level. UN Women also supported the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW) to make its 2016 – 2020 work plan more gender sensitive by including activities to generate knowledge around the situation of women migrant workers.

Additionally, UN Women produced a scoping study in collaboration with the ASEAN Secretariat on how to strengthen the protection and empowerment of women migrant workers in crisis and disaster situations.[34] In addition to this, UN Women organised three high-level regional dialogues. The scoping study and the regional dialogues are initial steps in raising awareness on the need to better protect women migrant workers. These results drew on UN Women's strength as a convener, bringing stakeholders together from CSOs and government ministries and across national borders (this is further discussed in Finding #13).

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34 This scoping study was conducted to help identify a project for the thematic area on 'gender perspective in polices strategies and programmes for migrant workers of ACWC work plan 2017 – 2020.'

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **23**

TABLE 7
Summary of outputs achieved under Outcome 3

Outcome 3: Enhanced social mobilization to improve actions to prevent exploitation of women migrant workers.
✓ Supported a photo exhibition on "Modern Slavery" and a film screening during the Bangkok HeForShe Arts Week Campaign 2017.   ✓ 7 awareness raising tools and resources on protection of women migrant workers, including collaboration with Saphan Siang Youth Ambassador (YA) Programme, which aims at integrating migrant communities in Thailand into Thai society and promoting a greater understanding between Thai citizens and migrant workers.   ✓ In Cambodia, an interactive voice response platform was developed for regular mobile phones to enable Cambodian domestic workers and their networks to share information on health and psychosocial services.   ✓ Video content to raise awareness on preventing the exploitation of women migrant workers in the ASEAN region was developed by IOM-X and launched with UN Women support.   ✓ In Lao PDR, 3,539 target people (2,079 female) received information on gender, women migrants' rights, child rights, and human trafficking through awareness raising activities and IEC materials.   ✓ Leaflets with information on safe migration practices were developed by UN Women and available at airports and other exit points in Myanmar.   ✓ To commemorate the International Women's Day on 8 March 2017, UN Women published an article to raise public awareness on legal protection for women migrant workers, which was published in the Nikkei Asian Review and in the Bangkok Post.   ✓ A number of Op-Eds and online articles about women migrant workers were published in Thailand, Cambodia, Indonesia, and on the UN Women website.

Project activities under this outcome focused primarily on two areas: 1) providing financial support to CSOs to help advocate for and raise awareness around the rights of women migrant workers and 2) executing direct interventions to raise awareness on the need to better protect women migrant workers. Under this outcome, the Project helped UN Women to establish new and/or strengthen existing relationships with CSOs that can serve as future partners to advance the rights of WMW. The Project also reached large numbers[35] of people through online, media-friendly, and creative platforms that are particularly attractive to young people, thus likely generating an interest in and sensitivity towards the right of migrant women workers among youth throughout several of the ASEAN nations.

Finding #7: The Project design and timeframe limited its ability to leverage outputs into longer-term outcome level change.

Although all of the Project's planned outputs and outcomes were technically achieved, the outcomes identified in the Project logframe (i.e. results framework) are pitched a level where the extent to which they will contribute to meaningful outcome-

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35 For instance, approximately 4,000 people attended the film screening of "Desert Flower", and 3,539 people ((2,079 women and girls) received information on gender, women migrants' rights, child rights, and human trafficking through awareness raising activities and IEC materials in Lao PDR.

level change it unclear.[36] For instance, if we look at outcome 1, "ASEAN Member countries have benefited from the improved access to gender-sensitive evidence and knowledge to prevent exploitation of women migrant workers and promote their rights", the outcome and its outcome target do not specify the *extent* to which ASEAN member countries are expected to benefit. Therefore, any degree of improvement could technically result in the achievement of this outcome. This is also the case for the other two outcomes in the framework. Under outcome 3, it is unclear to what extent youth groups, women's organisations and migrant networks have seen their capacities increased beyond the realm of the activities conducted as part of this project. The Project did not specifically target women's organisations to empower them to advocate for the rights of women migrant workers, and the Project had very limited engagement with migrant networks.

The Project focused primarily on delivering outputs and did not have sufficient mechanisms or time to leverage these outputs to achieve meaningful outcome-level change. For instance, under outcome 1, the project produced several knowledge products that helped inform CSOs and ASEAN bodies on the situation and rights of women migrant workers. However, the project design included few any direct initiatives to support ASEAN bodies to make changes to their current policies and legislation, which would have supported more meaningful outcome-level

change. Additionally, each outcome includes only one or two outputs, which are typically not enough to make a significant change at the outcome level. The evaluation was not able to measure the extent to which outcome-level change occurred, as the project did not collect any outcome-level M&E data.

The Project witnessed some synergies between outcome levels and between ASEAN nations, such as when knowledge products produced by UN Women and its partners under Outcome 1 were used by CSOs to prepare gender sensitive recommendations at the AFML under Outcome 2. An example of intra-country synergies is when the Government of Cambodia worked with the Government of Malaysia to sign an MOU and lift a ban prohibiting Cambodian domestic workers from working in Malaysia. Stakeholders interviewed through this evaluation generally believe that this holistic multi-tiered approach that covers distinct outcomes reaching from the regional to community levels and across countries has the potential to be effective in leading to meaningful change, as it can allow for actors to engage at multiple levels and across national boundaries. However, for a project to effectively implement such a strategy, it requires significant resources and a timeframe beyond the scope of this project. Perhaps under the project constraints, it may have been more strategic for UN Women to focus on more outputs under one specific outcome area to achieve a more meaningful and lasting change than to focus on smaller contributions in many different areas.

36 Outputs and outcomes have been assessed based on the definition used within the UN Women Programme and Operations Manual (POM) where outputs are defined as "a change in products, services, skills, abilities that result from the completion of activities within a development intervention within the control of UN-Women. Outputs relate to the completion (rather than the conduct) of activities and are the type of result over which managers have a high degree of influence." Outcomes are defined as "actual or intended changes in institutional performance and behaviour among individuals or groups". They describe a change in development conditions between the completion of outputs and the achievement of impact. An individual UN-Women output or even a cluster of outputs will not guarantee the achievement of a related outcome, since the contribution of a wider group of partners is usually essential. Seeking to influence outcomes is, therefore, by its very nature dependent on partnerships. Since several actors are involved, outcomes cannot necessarily be attributed to any one party (such as UN-Women)".

5.3 Efficiency

The following section provides an assessment of the project efficiency by examining the extent to which the project used the least costly resources possible in order to achieve the desired results, and how efficiently the project worked with partners and stakeholders.

The key evaluation questions guiding this assessment are:

4) To what extent has the project used the least costly resources possible to achieve project results?

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **25**

5) How efficiently did the project work with partners and stakeholders?

Extent to which the Project used the Least Costly Resources Possible to Achieve Project Results[37]

Finding #8: The ratio between project management and project activity costs are in line with other similar projects, when the contributions of regional staff to programming are taken into consideration.

The project received a total funding allocation from DFAT of 2,000,000 AUD (rough equivalent of 1,873,000 USD). UNW and the ILO managed this funding through a cost sharing agreement. Funding was allocated per project output but could be shifted between outputs in consultation with the donor. According to the project budget approved in 2015, a total amount of 1,023,659 USD was allocated to project activities while 849,341 USD was allocated to project management costs. The budget indicates that 45% of the overall project budget was allocated to project management costs. This is roughly aligned with the costs that were actually incurred in 2015 and 2016 (financial data for 2017 is not yet available).

While this is a considerable percentage, project management costs include nearly the full salaries of three full-time programming staff at the UN Women regional level,[38] programming and administrative costs incurred by the ILO, UN Women project administrative costs, and monitoring and evaluation costs. It should be taken into consideration that the three UN Women programming staff not only provided project management support, but also provided technical inputs into the development of

regional knowledge products and helped organize and convene regional meetings and events. This was also likely the case with the ILO.

If the evaluation were to assume that the three full-time UN Women staff members and the ILO staff members spent half of their allocated project time providing technical support and the other half of their time providing programme management support, then the total programme management costs would come to 539,013.50 USD, which would be 29% of the overall budget, which is in line with programming standards[39].

In order to have a better understanding of the project's cost effectiveness, the evaluation would need to have access to a more detailed breakdown of the staff time spent on technical inputs versus project administration. Additionally, the project budget does not capture any in-kind contributions made by UN Women country offices or ILO staff. UN Women staff at the country level provided significant programmatic and technical support to the project without any official financial recognition. It should also be noted that two of the UN Women full-time staff members resigned in 2017 and have not yet been replaced. However, the salary for the Regional Project Manager was reallocated to project activities, thus increasing the percentage of the Project's allocation of funding towards project activities in 2017. The UN Women RO informed the evaluation team that they expect all of the project funds to have been spent by the end of 2017, although the official financial reports will not be available until June 2018.

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37 Due to limited financial data and the short evaluation timeline, a full value for money assessment was not possible. The cost analysis is based primarily on the ratio between funds allocated to programme management costs versus project activity costs.

38 The Project did not cover the salary of the WEE Policy Advisor post, which was paid by UNW.

39 Funding guidance provided by the Fund for Gender Equality (FGE) to CSOs identifies a reasonable percentage of programme management costs to be 30% for personnel expenses, 8% for M&E, and 7% for administrative costs. This is outlined in the FGE application guide: https://grants.unwomen.org/stock/templates/FGE/2015/FGE_CFP_2015_ApplicationGuide_FAQ-en.pdf

Factors Contributing to or Hindering Project Efficiency

Finding #9: While UN Women found efficient ways to support Project implementation partners, the entity experienced challenges around staff turnover, M&E capacity, and procurement delays that hindered the efficiency of its internal processes.

Project efficiency was facilitated by the fact that UN Women flexibly provided support at strategic moments to implementation partners who were already involved in promoting migrant workers' rights. For instance, UN Women provided funding support to IOM-X at a strategic moment to launch and disseminate a TV series that it had developed as part of the *Happy Home Campaign* to raise awareness on the rights of migrant domestic workers.

Within UN Women's internal management processes, some factors hindered project efficiency, resulting in a number of project delays and management challenges. The funding agreement was signed on June 10th, 2014 between DFAT and UN Women with project implementation activities expected to commence in July 2014. However, project implementation began in September 2015 after a 13-month project delay. This delay was due to two primary factors: 1) Challenges in updating the project's ProDoc and Logframe; and 2) Procurement delays in hiring the UN Women programme management staff (particularly the Regional Programme Manager). The evaluation team was informed that the delay in updating the project's ProDoc and Logframe was largely due to RBM capacity development needs among the project staff. The procurement delay was due to a mixture of slow and bureaucratic UN Women procurement processes as well as a lack of qualified candidates.

Procurement delays were raised as a recurrent challenge throughout the project implementation.[40] Stakeholders described UN Women's internal procurement process as heavily bureaucratic, requiring significant review and paperwork. They explained that due to stringent transparency processes and hiring requirements, engaging consultants and research teams to create knowledge products often took extended periods spanning up to 5 months, leaving only a short timeframe for the consultants to engage in the research and the development of the product. In fact, the UN Women posting for one of the research positions had to be reposed three times before a suitable candidate could be contracted who could satisfy UN Women's hiring standards. Additionally, during the project implementation period, several key UN Women staff members resigned (including the head of the Women's Economic Empowerment Unit and the Regional Programme Manager). Stakeholders explain that due to slow procurement processes and a lack of qualified candidates, both positions are still sitting vacant today. Stakeholders emphasize a need to simplify the UN Women procurement process to be able to hire and replace staff when needed.

UN Women project staff turnover during the project implementation period and challenges replacing staff have had several consequences on the project's efficiency. Reduced staff capacity at the UN Women regional level may be one of the reasons why some stakeholders reported more limited engagement than they expected from UN Women in terms of providing technical inputs on the development of knowledge products and regional advocacy campaigns. Reduced staff at the senior management level may also have hindered effective communication with stakeholders (further discussed under finding #10).

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40 The ROAP 2011 – 2016 Meta-Analysis identifies procurement delays as commonly cited challenge facing UN Women programmes within the region.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **27**

The Project experienced some challenges around effective communication between project management staff and stakeholders. There were reported instances of miscommunication between the UN Women regional office, country offices, and ASEAN governments around the scheduling of research consultants and the management of project budget lines. Additionally, the roles and responsibilities of UN Women as the lead organisation and the ILO as a responsible party were at times unclear, resulting in a lack of coordination between agencies.

These challenges in effective communication have likely been influenced by limited formal project communication mechanisms to facilitate dialogue and regular updates between project management staff and stakeholders. The Project did not hold annual stakeholder meetings or set up a Project Steering Committee to flag problem areas when they occurred and to develop timely solutions to address them. These are best practices that would have facilitated regular dialogue and improved communication between stakeholders. As discussed in finding # 9, staff turnover within the UN Women project management team likely contributed to some of these communications issues.

Assessment of the Project's Monitoring and Evaluation (M&E) System

Funding for project monitoring was reallocated from a project-wide monitoring budget to project activities where associated monitoring activities took place. During project implementation, the only monitoring data collected by the Project was output-level data provided by UN Women COs, since the Project did not include a specific M&E function that could inform progress towards outcome-level results. Results were reported to the project donor on a semi-annual basis but were not systematically monitored against the project logframe. Additionally, although a mid-term evaluation was budgeted for, it is unclear why this evaluation never took place.[41] A mid-term evaluation would have been an opportunity to collect data that could have been used to make necessary adjustments to the project implementation and used as comparative data to inform the final project evaluation.

How Efficiently the Project Worked with Partners and Stakeholders

Stakeholders generally agree that this project was important for UN Women to further solidify its position as an active player in promoting women's rights in the realm of migration in the ASEAN region. It has also helped UN Women to strengthen and form new partnerships at the regional and country levels with ASEAN bodies and CSOs. In particular, UN Women has used the pressing issue of addressing the rights of women migrant workers as an entry point into establishing positive relationships with governments and CSOs that could lead to further GEEW sensitization in other areas. For instance, the Myanmar UN Women country office's relationship with the Ministry

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41   It is possible that UN Women staff turnover may have affected the Project's ability to manage a mid-term evaluation.

of Labour, Immigration and Population has been strengthened as a result of this project. Ministry representatives in Myanmar are particularly pleased with UN Women's technical support to help them implement more gender sensitive reforms. UN Women is seen overall by ASEAN governments as a reputable and knowledgeable expert on GEEW, and has generally good working relationships with government ministries. UN Women's ability to work with governments to advance gender equality is seen as one of its comparative advantages.

Finding #13: During this project, UN Women effectively drew on its comparative advantage as a convener by bringing partners together at the regional and country levels.

As an active member of the Coordination Committee of the ASEAN Forum on Migrant Labour (AFML), UN Women effectively supported the participation of women representatives from relevant CSOs to participate in the AFML through the Task Force on ASEAN Migrant Workers. This brought CSOs and ASEAN government representatives together and provided CSOs with an opportunity to voice their priorities and concerns. Another example of effective convening can be seen by the Myanmar CO that brought together government representatives, CSOs, and women migrant workers to discuss the current ban on migrant domestic work and to develop recommendations for gender sensitive changes to be made to the Myanmar Overseas Employment Act. Both government officials and CSOs were appreciative of the opportunity to meet each other and to learn about the other's perspective. This is important base work to establish relationships between ASEAN governments and CSOs. While UN Women has executed some important advances in bringing partners together, there remains an opportunity for UN Women to further convene partners, especially women's organisations and women migrant workers, who were not explicitly targeted as part of this project.

The Relationship between UN Women and the ILO

Finding #14: While the Project provided some opportunities for UN Women and the ILO to synergize their efforts to work towards greater results, there is potential for a much more integrated approach.

The Project provided an opportunity for UN Women and the ILO to strengthen programming by synergizing their efforts and leveraging the other organisation's comparative advantages. While this was done in some instances, there remain significant opportunities for greater synergies. An example of when this was done successfully is when UN Women expanded its network of partners at the country and community levels by engaging networks of stakeholders, such as employer federations and recruitment agencies, who already had an established relationship with the ILO. This engagement led to an increased interest among stakeholders in learning about women's rights and gender equality.

This being said, this project reflected an overarching challenge found within the UN System in the region around competition for resources. As mentioned in the *UN Women Global Meta-Analysis 2011 - 2016*, joint partnerships foster more effective collaboration between UN entities and help reduce competition for resources than projects led by only one organisation. Even though UN Women has a strong history of leading migration programming, the decision to place UN Women as the lead organisation for this project rather than an equal joint partner with the ILO (when the ILO has traditionally been the recipient of DFAT funding for migration issues in the ASEAN region) may have reduced the sense of cooperation and partnership between the two entities.

At the national level, the Project experienced some challenges at integrating work led by both the ILO and UN Women. For instance, in Myanmar, the ILO led a multi-year process to develop a Code of Conduct for Myanmar-based recruitment agencies. UN Women

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **29**

provided some recommendations on how to make the Code of Conduct gender sensitive but the code was ultimately approved without applying these recommendations. When asked about why this occurred, both members of the ILO and UN Women agreed that the process to sensitize stakeholders (in this case, recruitment agencies) around gender equality is long and time-consuming and cannot be quickly added to the end of a negotiations process, as was attempted through this project. UN Women would likely have needed to have a greater presence throughout the entire process of developing the Code of Conduct for its recommendations to have been adopted.[42] Integrating the work of different UN agencies and incorporating a gender sensitive approach often requires a long-time period and consistent effort to achieve results.

5.4 Sustainability

The following section provides an assessment of the project sustainability by examining the extent to which the project benefits will likely continue after donor funding has been withdrawn and what would need to be done to support the sustainability of project results.

The key evaluation questions guiding this assessment are:

1) To what degree will project results likely be sustainable?

2) What future work is required to sustain project results?

Finding #15: Follow-on funding is required to sustain the Project's results.

While some of the project results may inherently contain some sustainable elements, the overall

project design does not facilitate the sustainability of results. The project was short in nature and no follow-up phases related to this specific project have been planned to continue or build on the results achieved. It is worth noting, however, that although not specifically within this project, the UN Women-ILO Joint Partnership *Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region,* implemented under the *Spotlight Initiative* will build on the results achieved under the project. In order for the Project's outputs to be leveraged into long-term sustainable change at the longer-term outcome or impact levels, multi-phase programming is required. An exit strategy[43] that identifies how outputs could be leveraged and that outlines the funding and timeframe required would be a useful tool to better plan for project sustainability.

Finding #16: Although the Project witnessed some degree of stakeholder ownership, it was limited by the level of stakeholder consultation during the project design, along with limited engagement during the project's implementation.

Stakeholders who participated in this Evaluation have articulated a strong interest in continuing to work with UN Women and to sustain project results. Stakeholder ownership in the knowledge products is strongest in those cases where they were included in the product's design and brought on as publishing partners. Examples of this are the co-publication with the Myanmar Ministry of Labour, Immigration, and Population of the research paper "Myanmar Domestic Workers – Driving Development at Home and Abroad" and the joint study with the ASEAN Secretariat "Strengthening the Protection and empowerment of Women Migrant Workers in Crisis and Disaster Situations".

This being said, stakeholders likely would have felt greater ownership over the Project's results had they been more involved in creating the overall project design and managing its implementation. Typically,

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42 It should be noted that the ILO is also responsible for mainstreaming gender equality throughout its policy development initiatives and that gender equality is a priority for the ILO and its primary donors.

43 The current Project does not have any kind of exit strategy.

when stakeholders are involved in constructing and executing something, they feel more directly associated with it and are motivated to find ways to see their hard work and commitment continue to flourish. There was scope for the Project to have better facilitated this kind of engagement and ownership among stakeholders by consulting them during the project design phase and engaging them throughout the project implementation through mechanisms such as a project steering committee.

Finding #17: The sustainability of project benefits is reliant on the extent to which UN Women will be able to disseminate knowledge products and continue to provide technical support to partners and stakeholders.

There are several factors that will likely affect the extent to which project benefits can be sustained in the future. The first is the degree to which UN Women will be able to disseminate the project's knowledge products among key stakeholders (particularly women's organisations and migrant worker networks) who could effectively use them to advocate for changes in government policies. All of the knowledge products have been placed on UN Women's Empower Women website and a launch event took place to promote each product. Additionally, knowledge products were actively used and disseminated by UN Women and ILO staff at the regional and country levels. However, stakeholders feel that further dissemination would be useful to catalyse the information generated through this research to affect changes in government policies and legislation. UN Women may require a dissemination plan to support the sharing and use of these knowledge products by CSOs and government bodies. The knowledge generated by the Project could serve as important baseline information to support ASEAN governments in implementing the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (adopted in November 2017). Stakeholders within UN Women have suggested that a knowledge dissemination process would logically be led by the Women's

Economic Empowerment Regional Advisor, which is a position that is currently under recruitment. This vacancy may pose some risks to the sustainability of project benefits, and may need to be considered by UN Women ROAP management. This being said, a knowledge dissemination process could also potentially be led by the Regional Migration Programme Manager, who has been recently recruited and will begin in work win March 2018. To sustain the benefits of the knowledge products, UN Women will likely require a strategic dissemination approach, interest and commitment by UN Women senior programming staff, and resources to actively disseminate the products among key partners and stakeholders.

The second factor likely to affect project sustainability is the extent to which UN Women will be able to provide capacity development and technical support to ASEAN governments who have developed an interest in developing more gender sensitive migration policies and legislation. Raising awareness about the need to protect women migrant workers among ASEAN governments has been an important step generated by this project. To sustain this interest, further advocacy work will likely be required by UN Women and its partners to engage ASEAN governments in a process of gender sensitizing their frameworks, and technical support will likely be required by UN Women to help guide ASEAN governments through the actual process of modifying current policies and legislation[44]. To maintain ASEAN government interest and results generated through the project's advocacy initiatives, UN Women will need technical capacity at the country level to work with government officials and a strategic approach that provides UN Women staff with the necessary time and resources to provide this kind of capacity development and technical support.

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44 Specifically, ASEAN governments may require UN Women support in implementing the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (adopted in November 2017).

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 31

Even though the project does not have an exit strategy and no subsequent project phases are anticipated at this point in time, there may be opportunities to sustain project results through the upcoming UN Women-ILO Joint Partnership *Safe and Fair Spotlight Initiative*. This will be a joint partnership initiative between UN Women and the ILO focusing on protecting the rights of women migrant workers in the ASEAN region. The *Safe and Fair* project being implemented under the *Spotlight Initiative* could be a mechanism to further disseminate knowledge products, continue advocacy efforts with ASEAN bodies, build on partnerships established or strengthened through this project, and continue to engage with women's organisations and migrant workers at the grassroots level. It will be an opportunity for UN Women and the ILO to learn from the lessons generated through this project to inform their future programming.

5.5 Potential for Impact

The following section provides an assessment of the potential for impact generated by the project by identifying what results generated by the project are likely to lead to concrete and impactful changes in the lives of women migrant workers, and what key opportunities exist for project results to be leveraged or scaled-up to obtain a larger impact at the regional level.

The key evaluation questions guiding this assessment are:

1) What potential impact does it seem likely that the project will generate?

2) What key opportunities exist for project results to be leveraged or scaled-up to obtain a larger impact at the regional level?

Potential Impact that the Project May Generate

A discussion around the potential impact that project results may generate is a speculative exercise, as the Project did not collect any M&E data at the outcome and impact levels. Due to the fact that the Project accomplished primarily outputs, most of the project results currently do not have the substance or momentum required to lead towards impact-level change. The one obvious exception to this are the changes that were witnessed at the national government level in Cambodia and Myanmar where government officials demonstrated an interested or took the necessary steps to lift bans on domestic workers working abroad. The lifting of the domestic workers bans will allow domestic migrant workers to have access to legal migration channels and state mechanisms to protect them during their migrant work. This will contribute towards a reduction in the exploitation of women domestic workers and will eventually contribute to concrete changes in the lives of women domestic workers.

Opportunities for Results Leveraging and/or Project Scale-Up

Opportunities identified by the evaluation to leverage and/or scale up project results are as follows:

1. Widely disseminating knowledge products produced through this project to UN Women staff, partners, and stakeholders who could use the information to further advocate for improved protections for women migrant workers. A knowledge dissemination plan at the UN Women ROAP would likely be a useful tool to help guide the dissemination process and provide it with the focus and resources needed to affect change (see Finding #17 for more details).

2. Continuing to convene meetings and dialogues between ASEAN governments and CSOs to leverage their interest in protecting women migrant workers to expand their engagement to other GEEW concerns outside the realm of migration (see Finding #12 for more details).

3. Expanding UN Women's GEEW technical support to newly established partners (including ASEAN governments, CSOs, and recruitment agencies) that have emerged from this project and who demonstrate a keen interest to continue working with UN Women. There is also potential to continue working with the ILO and IOM to provide gender sensitivity training and support to their networks of partners and stakeholders.

4. Drawing on UN Women's network of women's organisations to support and empower them to further engage in migration issues to advocate for the rights of women migrant workers.

5.6 Human Rights, Equity, and Gender Equality

The extent to which the Project used a Human Rights-Based Approach to Programming, and applied Equity and Gender Equality principles was addressed by means of a standalone evaluation criterion and sub questions and by mainstreaming these principles throughout the Evaluation Matrix as per United Nations Evaluation Group (UNEG) Guidance on Integrating human-rights, equity, and gender equality in evaluation. Furthermore, the evaluation complied with UN Women's commitment to gender mainstreaming as expressed in the 1997 agreed conclusions of ECOSOC.

The key evaluation question guiding this assessment is:

1) To what extent did the project integrate human rights, equity, and gender equality principles in the design and implementation of the project?

The ET based its assessment on sub-questions identified in the Evaluation Matrix and created additional micro-level guiding questions (identified under each finding) as a framework to understand the extent to which the Project integrated human rights, equity, and gender equality principles.

Extent to which the Project Integrated Human Rights, Equity, and Gender Equality Principles in the Design and Implementation of the Project

Finding # 21: The Project was designed in line with international human rights standards and focused on migrant domestic workers, who are a particularly vulnerable group of women migrant workers.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 33

TABLE 8

Guiding questions around the Project's integration of human rights and equity principles

Guiding Questions	Assessment
Was the Project designed in line with human rights principles and international standards?	Yes, the Project's results are aligned with what is stipulated in the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (December 1990); and the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (Cebu Declaration)
Did the Project have an explicit focus on advancing women's human rights?	Yes, the Project's outputs contributed to raising awareness around the rights of women migrant workers, and provided opportunities for CSOs and ASEAN governments to work together to better protect women migrant workers.
Guiding Questions	**Assessment**
Did the Project identify vulnerable groups of women within the category of migrant workers and include these women in its programming?	Yes, the Project specifically targeted migrant domestic workers who are working outside of the current ASEAN legal frameworks.

The Project's design and implementation are in line with international human rights standards, and it included an explicit focus to advance the rights of women migrant workers. The Project also used an equity approach by focusing on advancing the rights of migrant domestic workers, who are a particularly vulnerable sub-group of women migrant workers working outside of the current ASEAN policy and legal frameworks.

Finding #22: The Project was designed and implemented to advance the rights of women migrant workers, but could have expanded the approach to engage men as agents of change.

TABLE 9

Guiding questions around the Project's integration of gender equality principles

Guiding Questions	Assessment
Was the Project designed and implemented to address inequities between women and men?	Yes, the Project was designed to raise awareness around how current ASEAN policies and legal frameworks discriminate against women migrant workers.
Did the Project collect and use sex disaggregated data?	Yes, the Project supported research studies that collected and analysed sex disaggregated data within the realm of migration in the ASEAN region. The Project also supported the MOEAF to better sex disaggregate its data on migrant workers.
Did the Project have tools in place to engage both women and men in issues surrounding gender equality?	Somewhat, the Project engaged both men and women actors, but it did not have an explicit plan or approach on how to engage men as advocates for the rights of women migrant workers.

The Project raised awareness and sensitized actors (including members of government, CSOs, recruitment agencies, employers, youth actors, and community members) around discrimination facing women migrant workers within current ASEAN policies and frameworks. Through its research initiatives, the Project also actively supported the collection and analysis of sex disaggregated data in the realm of ASEAN migration.

In Myanmar, UN Women worked with the MOEAF to build awareness around the importance of collecting sex disaggregated data on migration workers at the national level. Even though the Project engaged both women and men actors and participated in the UN Women HeforShe campaign, it did not have an explicit plan or approach on how to engage men as advocates for the rights of women migrant workers. Stakeholders in Myanmar identified working with men parliamentarians as one of the challenges in modifying legislation to better protect women migrant workers.

UN Women's internal Results Management System (RMS) has and continues to generate important lessons from UN Women country and regional offices around how to engage men in programming that could be useful for future programming.

Finding #23: The process used to identify project beneficiaries could have been more transparent to stakeholders.

As previously noted, the Project could have been strengthened by using a participatory approach to engage stakeholders in the design or implementation of the initiative (see finding #2 for more information). In line with this, the perceived transparency of the criteria used to identify project beneficiaries could have been greater had the criteria been documented or communicated with project stakeholders.

TABLE 10

Guiding questions around the Project's integration of gender equality principles

Guiding Questions	Assessment
Was the criteria used to select project beneficiaries transparent and clearly communicated with project stakeholders?	No, the project design was not based on a needs assessment or stakeholder consultations, and the criteria used to select beneficiaries is not documented and was not clearly communicated with project stakeholders.
Were project beneficiaries and stakeholders consulted on the project design?	No, the project stakeholders were not engaged in the project design process.
Were project beneficiaries and stakeholders engaged throughout the project implementation?	Somewhat, project stakeholders were invited to an initial project inception meeting where they were informed of the project design and were consulted on the project implementation. However, stakeholders were not further engaged in the project implementation through annual meetings, a project steering committee, or any other form of engagement tool.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 35

CONCLUSIONS

Migration is a growing phenomenon globally and particularly in the ASEAN region, where women migrant workers are an acutely vulnerable group due to gender discrimination found in government policies and legislation, ineffective protection mechanisms, and lack of awareness on their rights and migration options. Consequently, it is relevant and needed for UN Women to integrate a strong gender perspective into the realm of migration work in ASEAN countries. The Project has supported UN Women to play a greater role in raising awareness around the current discriminations facing women migrant workers in the ASEAN region and in facilitating CSOs and governments to better work together to prevent their exploitation.

The Project successfully met all of its planned results, and initiated some important change processes that have the potential to contribute towards outcome-level change. Some important results achieved through the Project include the development of knowledge products that have been used as evidence towards lifting domestic worker bans in Myanmar and Cambodia; supporting CSOs to voice their concerns and priorities to ASEAN bodies and fostering dialogue between CSOs and government officials; raising awareness about GEEW among traditional ILO partners; and developing new and strengthening existing working relationships with CSOs and ASEAN government departments. These new relationships developed through the Project could be used as key entry points for UN Women to further engage stakeholders in GEEW activities in realms other than migration work.

Even though the Project met all of its planned results, the project design targeted an array of diverse outputs and did not have the programme mechanisms or timeframe necessary to leverage outputs into meaningful outcome-level change. This risks creating unrealistic expectations among stakeholder groups around the extent to which UN Women is able to follow through on the numerous change processes initiated through the Project. Limited outcome-level change also poses risks around the extent to which project benefits can be sustained in the future.

Although the Project was relevant in working towards policy and legislative changes to better protect women migrant workers, it may have been even more relevant to stakeholder needs and priorities had they been further consulted during the project design and implementation. Similarly, stakeholders could have been better engaged throughout the implementation of the project through the use of mechanisms such as annual stakeholder meetings or through the establishment of a project steering committee. These missing mechanisms likely contributed to some communications challenges between the project management team and stakeholders, and have likely had a negative effect on stakeholder ownership and sustainability.

The Project was instrumental in further advancing UN Women's work on women's rights in the realm of migration. Working in the realm of migration requires cooperative and constructive relationships with the ILO and the IOM, who also have a long-standing history of working in this area. There are opportunities to strengthen the working relationship between UN Women and the ILO by using project management mechanisms that engage both agencies in the overall management of the project (i.e. through a joint partnership) and that leverage the comparative advantages of each agency. There may be opportunities for UN Women to position itself in the realm of migration to more effectively synergise its activities with those of the ILO by continuing to provide targeted GEEW technical support to the ILO's ASEAN stakeholder networks and by further engaging its own network of women's organisations in migration issues.[45]

The Project faced a number of delays due primarily to some issues found within UN Women's system-wide procurement mechanisms. Reportedly bureaucratic and stringent hiring processes to hire the project management team contributed to a one-year project delay. Additionally, the procurement process led to delays in hiring external research consultants and in replacing UN Women staff during a period of staff

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45 There are opportunities to do this under the new UNW-ILO joint partnership "Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region, implemented under the Spotlight Initiative.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **37**

turnover. These challenges at the system-wide level appear to have negatively impacted the efficiency of this project and may need to be addressed by UN Women's senior management.

There are opportunities to work towards supporting the sustainability of project results and leveraging outputs into outcome-level change through future gender sensitive migration work in the region, such as the new UN Women-ILO Joint Partnership *Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region,* implemented under the *Spotlight Initiative.* This initiative has the potential to explore more cooperative management mechanisms between UN Women and the ILO and could potentially support processes that were initiated under this project. The *Safe and Fair* project under the *Spotlight Initiative* may also be an opportunity for UN Women to further support women's organisations in providing direct interventions to empower women migrant workers and continue to develop the capacity of CSOs and government institutions that serve them.

LESSONS LEARNED

The following are lessons that have been learned through this evaluation that could be used as tools to inform future programming on women's rights in the realm of migration work both within the ASEAN region and beyond. These lessons learned may be particularly relevant to the *Safe and Fair Spotlight Initiative* and its work around protecting the rights of women migrant workers within the region.

1. Capacity to Meet Expectations

Focused programming that builds momentum towards outcomes in a feasible number of strategic areas can help UN agencies manage stakeholder expectations. While it can be tempting to design an ambitious project that targets multiple levels of programme intervention, engaging in a wide span of activities can increase stakeholder expectations and can lead to potential risks in a loss of confidence or reputation if the organisation does not have the resources or capacity to follow through on the number of initiated initiatives. In the case of this project, the project design aimed for an integral plan of action to counter exploitation of women migrant workers that identified objectives at the national, regional and community levels. However, the project timeframe and budget limited the extent to which meaningful contributions could be made to outcome-level results. This created a potential risk to UN Women if the agency does not have the resources or capacity necessary to follow-though on the various activities and partnerships initiated through this project.

2. Stakeholder Consultation in Programmatic Design

For a project to be relevant and sustainable, a broad group of stakeholders should be consulted during the project design. Stakeholder consultation builds trust among partners, identifies the most pressing needs and priorities of stakeholders and beneficiaries, and develops stakeholder engagement and ownership in the project. Beneficiaries are particularly appreciative

of and engaged in programming that is designed to meet their needs and priorities. Wider consultation at the grassroots level can also provide valuable input on what needs are more urgent among rights holders, who the best interlocutors may be, as well as the best ways to engage with them.

3. Migration as an Entry Point for Further GEEW Work

Relevant thematic issues, such as migration, can be used as strategic entry points to further work on GEEW with governments and CSOs. By identifying a key issue that is relevant to government and CSO stakeholders, such as migration, UN Women can use this issue as an entry point to raise awareness on the importance of GEEW and build a strong relationship to further explore GEEW considerations. This was seen through this project where most stakeholder discussions in Myanmar (i.e. with recruitment agencies, CSOs, and government officials) revolved around the ban prohibiting domestic workers working abroad. While the theme of migrant domestic workers was the main concern at this point in time, the Project has fostered an interest among stakeholders in further addressing GEEW in their work and has served as an entry point for UN Women to further mainstream GEEW in the work of its partners and stakeholders.

4. Gender Sensitizing the Stakeholder Networks of other UN Agencies

UN Women is well positioned to play a strategic role in gender sensitizing the stakeholder networks of its partners (such as ILO's migration network), although this requires a significant amount of time, resources, and cooperation between agencies. The Project included opportunities for UN Women to raise awareness on GEEW within the ILO's established network of ASEAN stakeholders,

including recruitment agencies and CSOs working on migration issues. Even though UN Women's work with ILO stakeholders helped fostered an interest in GEEW among several ILO stakeholders, some of the processes that could have led to concrete gender sensitized products (such as the gender sensitization of the Code of Conduct of the Myanmar MOEAF) did not result as such due to the limited timeframe and scope of the Project. Members of the MOEAF needed more time and training on GEEW to be convinced of the issues and to agree to gender sensitize their Code of Conduct.

5. Joint Programming

Joint programming that draws on the competitive advantages of each UN organisation is a useful construct to reduce competition for resources between agencies and to encourage more effective cooperation. As was learned through this project, there is a risk that without using a joint programming framework where both UN agencies are equally engaged in the management of the Project, cooperation between agencies can be hindered due to a sense of competition over resources. This is particularly relevant when UN agencies are competing for funding from the same donor.

6. Leveraging UN Women's Network of Women's Organisations

UN Women can add value to migration programming by further engaging its network of women's organisations to contribute towards the theme. UN Women has a history of working on migration work in the ASEAN region. For instance, the agency recently managed the "Regional Programme On Empowering Women Migrant Workers In Asia December 2012 - June 2015". Even so, the evaluation found that there is room for UN Women to further engage its expansive network of women's organisations to further advance the rights of women in the realm of migration. Engaging its partners and stakeholders in specific themes like migration not only holds the potential to strengthen the work being done by the UN in the realm of migration, but can also potentially strengthen UN Women's credibility as a legitimate actor in the thematic area.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 41

RECOMMENDATIONS

Based on the findings and conclusions that have emerged from this evaluation, six key recommendations have been developed by the evaluation team to help guide the future programming of UN Women and its partners. The recommendations were developed based on information provided by project stakeholders and were validated during a Stakeholder Validation Meeting that took place on January 30th, 2018. Recommendations are presented in priority order and clearly identify the target group for action that is responsible for implementing them.

Recommendation #1:

The UN Women ROAP should define its strategic positioning within the ASEAN migration context.

UN Women has the opportunity and mandate to play a role in bringing gender equality and women's rights into discussions on migration within the ASEAN region. There is a strong need to protect women migrant workers from exploitation, and UN Women is well positioned as an agency to address these concerns. This being said, UN Women currently does not have a strategy or framework to guide its gender equality and migration work in the ASEAN region. Due to the significant body of work to be done and the multitude of entry points available, UN Women could potentially run the risk of spreading itself too thin and providing scattered output-level interventions rather than contributing towards meaningful outcome and impact-level changes. The new UN Women - ILO *Safe and Fair Spotlight Initiative* worth USD 30 million to address the rights of women migrant workers in the ASEAN region will likely help UN Women to better target and focus its migration programming. However, It should not be used as a substitute for a regional migration strategy. UN Women's senior ROAP programming staff should work with the Women's Economic Empowerment Unit and other relevant ROAP units, such as the Violence Against Women Unit, to identify how the Migration Unit can better position itself to cut across thematic areas to create thematic linkages

between units and to better synergize its activities with those of other units. A strategy would help UN Women ROAP to set specific goals and objectives, better identify strategic entry points, identify strategic partners, prioritize initiatives, and have a clearer picture of what resources and timeframes are required to reach planned results. The strategy should be developed in consultation with rights holders and migration actors within ASEAN to ensure that it is aligned with their needs and priorities, and should seek to complement the current work being done by the ILO and the IOM. Providing technical GEEW support to the migration networks of the ILO and IOM is a logical area to continue working, and UN Women could provide a greater contribution to migration work by further engaging its established network of women's organisations around migration issues. A stronger strategic focus would help UN Women's migration unit move away from a project-based approach towards a more sustainable programming approach.

Recommendation #2:

Future UN Women gender sensitive migration programming should consider supporting women's organisations to provide direct interventions that empower women migrant workers.

Project stakeholders recommend that future gender sensitive migration work support direct interventions that empower WMWS. UN Women should therefore consider drawing on its established network of women's organisations and supporting them in providing direct interventions to women's migrant workers. Programming gaps that UN Women could potentially support include providing knowledge and information to women migrant workers prior to their departure, helping women migrant workers access legal recourses when working abroad; and providing them with support and skills training to reintegrate into their communities upon return. Stakeholders also identified a need to address the factors that cause

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 43

women migrant workers to leave their communities in the first place. Support to women's organisations could potentially include capacity development and technical support, and networking opportunities to help women's organisations to further engage in supporting women migrant workers.

Recommendation #3:

UN Women's future migration programming should use a participatory approach, where the project is designed in consultation with project beneficiaries and where stakeholders are engaged throughout the project implementation.

UN Women senior programming staff should ensure that all future migration programming is designed to meet beneficiary needs and priorities identified collaboratively between UN Women, stakeholders, and beneficiaries through inclusive stakeholder consultations. Stakeholders demonstrate a greater interest and increased engagement in project activities that are designed with their input. Stakeholder participation in the design of the project also ensures that programming is relevant and increases the likelihood that stakeholders will be interested in sustaining project results or leading the project forward once donor funding has come to an end.

To engage stakeholders in the design of future initiatives, UN Women senior programming staff should use transparent processes to identify project beneficiaries and should conduct a needs assessment and/or hold consultation sessions with stakeholders before the project is designed to identify their needs and priorities. The project should then be designed in a transparent and participatory manner with stakeholder involvement that uses participatory mechanisms such as regular meetings, a project design working group, etc. to provide project stakeholders with opportunities to share their

feedback and contribute to setting the project goals, planned results, and implementation modalities. In the realm of gender equality in migration in the ASEAN region, it is important for UN Women to consult with ASEAN nations, CSOs (including women's organisations), women migrant workers, and any other beneficiaries and/or stakeholders that may be involved in the project.

It is also crucial for UN Women to include mechanisms in the project design that will allow for stakeholders to actively participate throughout the project's implementation. Regular engagement of stakeholders helps to ensure that the project remains aligned with the needs and priorities of beneficiaries, and provides opportunities to flag any emerging issues or challenges that may need to be addressed or that may require modifications to the project design and /or implementation approach. Mechanisms that facilitate stakeholder engagement in project implementation include holding annual consultation meetings, using a project steering committee made up of project staff and stakeholders, and providing regular updates and check-ins with stakeholders, among others. Although some time and resources are required to conduct stakeholder consultation sessions and participatory processes, the benefits that are provided to the project in terms of increased relevance, effectiveness, and sustainability far outweigh the costs.

Recommendation #4:

Future gender sensitive migration programming that engages UN Women and the ILO should use more clearly defined management arrangements that better facilitate communication and cooperation.

Future gender sensitive migration programming that includes both UN Women and the ILO should be designed to equally value the contributions and build on the comparative advantages of both agencies. Programme managers should consider establishing Joint Partnership agreements where

both agencies participate in the management of the project. This arrangement has the potential to encourage cooperation, transparency, and more effective communication. Future arrangements should also include mechanisms that facilitate good management and open communication, which could involve a project steering committee, regular meetings between UN agencies, clearly defined roles and responsibilities, clearly outlined expectations and results targets from each organisation, etc. For instance, UN Women and the ILO should consider conducting joint scoping missions to better align and integrate their work as part of the UN Women - ILO *Safe and Fair Spotlight Initiative* joint partnership. Collaborative working relationships between UN agencies have the potential to better harmonize UN activities, synergize results, and improve management practices, such as M&E systems and procurement processes.

Recommendation #5:

UN Women ROAP, UN Women country offices, and the managers of the *Safe and Fair Spotlight Initiative* should consider leveraging key results attained through this project by pursing the opportunities for scale-up identified in this evaluation.

This evaluation has identified some important areas where project results could be leveraged and/or scaled up to achieve a greater impact in the ASEAN region. These opportunities should be considered by UN Women ROAP, the UN Women country offices, and particularly the *Safe and Fair Spotlight Initiative* to further advance the rights of women migrant workers in the region.

Areas for potential leveraging and/or scale-up include:

1. Widely disseminating knowledge products produced through this project to UN Women staff, partners, and stakeholders who could use the information to further advocate for improved protections for women migrant workers. A knowledge dissemination plan at the UN Women ROAP could be a useful tool to help guide the dissemination process and provide it with the focus and resources needed to affect change (see Finding #17 for more details).

2. Continuing to convene meetings and dialogues between ASEAN governments and CSOs to leverage their interest in protecting women migrant workers and to expand their engagement to other GEEW concerns outside the realm of migration (see Finding #12 for more details).

3. Expanding UN Women's GEEW technical support to newly established partners (including ASEAN governments, CSOs, and recruitment agencies) that have emerged from this project and who demonstrate a keen interest to continue working with UN Women. There is also potential to continue working with the ILO and IOM to provide gender sensitivity training and support to their networks of partners and stakeholders.

4. Drawing on UN Women's network of women's organisations to support and empower them to further engage in migration issues to advocate for the rights of WMWS.

Recommendation #6:

UN Women Senior Management should further engage its donors in discussions around the importance of supporting multi-phase programming that can facilitate long-term outcome level change.

There exists great potential to make meaningful changes in the lives of women and girls through UN Women programming. However, to achieve long-term outcome and impact level change, programming requires an adequate timeframe and resources to effectively leverage outputs into long-term sustainable results. Future programming should be geared towards achieving targeted

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **45**

meaningful change and should support multi-phase programming over short-term projects. UN Women senior management should continue to support donors in seeing the value of long-term investments and to advocate for multi-phase funding. This project evaluation could be included as documentation around the need for multi-phase programming and in outlining the limitations that short-term project funding can have on development effectiveness.

ANNEX A:
TERMS OF REFERENCE

Evaluation of the "Project Preventing the Exploitation of Women Migrant Workers in ASEAN"

Duty Station:	Home-based but required to travel to Bangkok, Thailand and Myanmar
Type of Contract:	Contract for Individual Consultant (SSA)
Languages Required:	English
Contract Duration:	11 December 2017 to 17 February 2018
Supervision:	National Project Officer – Migration UN Women Regional Office for Asia and the Pacific

1. Context:

Over the past two decades, Southeast Asia has experienced rapid economic growth that is not generating sufficient decent and productive employment[1]. About 59 per cent of the workers in Southeast Asia are in vulnerable employment, and the rate is even higher for women (63.1 per cent) compared to men (56 percent).[2] This economic growth has also been unevenly experienced, leading to rising inequalities within and across countries, specifically affecting women because a high proportion of women in agriculture are unpaid family workers, and women are more likely than men to be employed at a low productivity, subsistence level. But women tend to be in vulnerable employment even outside agriculture.[3] These differentials in economic growth between states, and the consequential limited state capacity in some countries to accelerate universal access to decent work and social services,

provide both the push and pull factors of labour migration within the ASEAN region and contribute to growing internal, regional and global labour migration flows.[4]

The feminization of migration in the region is most visible and usually associated with out-going flows of women migrants particularly from Indonesia and the Philippines, where women made up 62-75 per cent of workers who are deployed legally on an annual basis.[5] In Southeast Asia, the Philippines, Cambodia, Myanmar, Lao PDR, Viet Nam and Indonesia are broadly categorized as origin countries while Singapore, Brunei, Malaysia and Thailand are destination countries. Indicative of the impact and importance of migration at a country level is, for instance, in the context of Cambodia, where 29 per cent of the population (about 4.2 million people) were migrants in 2013 and women accounted for 50 per cent of migrants nationally.[6] Furthermore, changes of socio-political situation in some countries provide the opportunity for women from countries

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1 ADB, UNESCAP and UNDP (2013) *Asia-Pacific Aspiration: Perspective for a Post-2015 Development Agenda – Asia-Pacific Regional MDGs Report 2012/13. Bangkok*: ADB, UNESCAP and UNDP.

2 ILO (2014) *Global Employment Trends 2014: Risk of a Jobless Recovery*. Geneva: ILO.

3 ADB, UNESCAP and UNDP (2013)

4 Even though the increased involvement of women in migration both internal and international is significant in ASEAN, the regional project only focuses on addressing issues related to international migration due to its cross-border externalities and spill-over impact that are best addressed collaboratively on an inter-country or regional basis.

5 UN Women (2011) Gender, *Migration and Development – Emerging Trends and Issues in East and Southeast Asia*. Bangkok: UN Women.

6 Royal Government of Cambodia, National Institute of Statistics and Ministry of Planning (2013) *Cambodia Inter-Censal Population Survey 2013*. Phnom Penh: Royal Government of Cambodia

that had not previously been sources of migrant labour, such as Vietnamese and Thai in Taiwan or Cambodians in Malaysia. In this regard, there has been an increased volume of female migrants as well as diversification of migrant women in search for overseas employment in response to the demands.[7]

2. Background Information

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

UN Women has responded to the continuing need to promote and protect the rights of women migrant workers through its Regional Project, 'Preventing the Exploitation of Women Migrant Workers in the ASEAN region' supported by the Australian Government Department of Foreign Affairs and Trade. Through this project, UN Women builds on its existing work within ASEAN which covers safe migration, ending all forms of violence against women, social protection and increasing women's voice and participation in decision-making by working in partnership, at both the regional and national levels, towards strengthening protections to counter and prevent the abuse, violence, trafficking and exploitation of women migrant workers in ASEAN.

UN Women has been implementing the Project on Preventing the Exploitation of Women Migrant Workers in ASEAN during July 2014 to December 2017. The overall goal of the project is to prevent the exploitation of women migrant workers in the Association of Southeast Asian Nations (ASEAN) member states through better access to evidence and knowledge, policy advocacy and capacity-development of ASEAN institutions and migrant workers' institutions. Three key strategies that have been adopted to achieve the results of the project including:

1. Generation of evidence and knowledge about the gender dimensions of extreme labour exploitation and unsafe migration and strategies for prevention;

2. Policy advocacy based on evidence and international norms and standards to enhance cross-border collaboration and accountabilities of regional and state actors in ASEAN (in particular national government, ACWC, ACW, AICHR and ACMW) to prevent exploitation of women migrant workers;

3. Social mobilisation and campaigning to prevent violence, exploitation and abuse of migrant women workers, using two-pronged approaches that would include both strengthening the leadership, life skills and peer support young women in sending countries as well as using public awareness campaigns and messaging to reduce acceptance of abuse and exploitation of women migrant workers, especially targeting young people in receiving areas.

This regional project supports work at the regional level in Cambodia, the Lao People's Democratic Republic, Myanmar and Viet Nam (origin countries), and Malaysia and Thailand (destination countries). Please refer to project outcome and output.

Following this project implementation (June 2014 – December 2017), UN Women will share the findings of this evaluation (December 2017 – mid-February 2018) with the Australian Government Department of Foreign Affairs and Trade in March 2018.

3. Purpose of the evaluation

This evaluation will serve the following purpose:

- The Evaluation intends to assess the relevance, performance, management arrangements and success of the project. It looks at signs of potential impact of project activities on preventing the exploitation to the women migrant workers and other beneficiaries and sustainability of results, including the contribution to women migrant workers in ASEAN region.

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7   Ibid.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 49

- The evaluation findings and recommendations shared in the consultants' final report will be used by stakeholders for making decisions on the future direction and design of the Project; and

- The evaluation findings and recommendations will also be used as guidance for future projects

- The Evaluation also identifies/documents lessons learned and makes recommendations that project partners and stakeholders might use to improve the design and implementation of other related projects and programs.

4. Scope of the Evaluation

The Project's activities have been implemented from June 2014 – December 2017. After that, the Project aims to conduct Project's Evaluation in December 2017 – mid-February 2018 and expects to share the findings of evaluation to Australian Government Department of Foreign Affairs and Trade in March 2018. The evaluation is in accordance with UN Women Evaluation Policy.

- Evaluation scope: The evaluation will focus both on the Project as a whole, to make recommendations about its future.

- Geographical coverage: The evaluation will focus on Southeast Asia region: Cambodia, Lao People's Democratic Republic, Myanmar, Malaysia and Thailand.

- Substantive scope: The evaluation will analyze the relevance, effectiveness, efficiency, sustainability and impact of the programme objectives in terms of results achieved against objectives, change on human rights and gender equality, ownership of stakeholders, sustainability of the action, both financial and organizational. It should consider the nature of the joint programme, exploring the extent to which it has allowed the UN to work in more coordinated manner with partners, and how Project's achievement can be up-scaled to bring even bigger impact at the regional level.

5. Approach and Methodology

The suggested methods for the evaluation include analyses of various sources of information, including in-depth desk review and documentation analysis (Project progress and completion reports, workshop and mission reports, knowledge and advocacy products, and other appropriate documentation produced by the Project. A country visit to Myanmar for 1- 2 days is required for interviews with stakeholders. In-person interviews will be arranged with stakeholders based in Thailand. Skype interviews will be arranged with stakeholders in other countries.

Following information will be provided by Project:

- Outcome and output indicators that have been used to measure performance, along with an associated baseline and target data

- Other relevant data available, such as existing local, regional, or national data, or data from similar projects

- Reports of meetings, consultations or other interactions expected with particular stakeholder groups

- Reports from research/studies including verification process on findings with key stakeholders

- A list of stakeholders and their contacts for interviews. UN Women will make arrangement for interviews.

6. Schedule and Deliverables

6.1 Expected Deliverables and Timeframe

The total duration of the contract assignment will be beginning on 11 December 2017 to 31 January 2018.

The consultant may be required to travel in the region in which UN Women will be responsible for the accommodation and travel expenses if any cost incurred during assignment period.

Expected key deliverables will include:

Expected key activities and deliverables	Indicative Timeframe
• **An inception** meeting with focus group discussions with selected stakeholders.	13 December 2017
• **A draft work plan,** proposed method for data collection and list of questions	15 December 2017
• **A country visit and stakeholder interviews**	15 December-29 December 2017
• **1st draft report** - A draft comprehensive report to be submitted to UN Women for review	30 December 2017
• **Review of the first draft by UN Women**	31 December 2017 – 7 January 2017
• **2nd draft report-** a revised comprehensive report to be submitted to UN Women for review	12 January 2017
• **A presentation at a workshop -** to share the findings with representatives of UN WOMEN Regional Office and Country Offices, DFAT representatives and other key stakeholders And draw lessons learnt and discuss future programming. The workshop will be organized by UN Women. (If the consultant is based far away from Bangkok, a presentation by skype can be considered).	17 January 2018
• **Final report** - An analytical and comprehensive final evaluation in hard and soft copy, and written according to UN guidelines, to be submitted to UN Women (as per the timeline discussed in the teleconference).	22 January 2018
• **Proof-read the designed version of the report to be posted on UN Women's web site**	2 days around 10 February 2017

7. Professional Qualifications

Following are the required skills and competencies expected from the selected applicant for conducting this evaluation. In the case of an evaluation team, it is expected that the team leader should fulfil all required skills and competencies.

- Education:
  - Master's degree in relevant discipline (e.g. gender, development and social studies, sociology, political science, etc.)
  - Master's degree in evaluation is an asset.
- Professional experience:
  - At least 10 years of experience in programme evaluation in a development context and proven accomplishment in undertaking evaluations, including leading evaluations of multi-stakeholder programmes for multilateral organizations.

  - Experience in evaluating gender equality and human rights – related programmes/project.
  - Experience in working in ASEAN region will be an advantage.
- Knowledge and skills:
  - Knowledge of evaluation.
  - Knowledge in results-based programming.
  - Proven expertise in evaluating programmes focusing on human rights and/or gender equality.
  - Extensive knowledge of qualitative and quantitative evaluation methods.
  - Excellent written and spoken English and presentational capacities.
  - Knowledge of the UN system would be an asset.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 51

IMPORTANT: The evaluator/s has to explicitly declare his/her independence from any organizations that have been involved in designing, executing or advising any aspect of the particular programme of UN Women Regional Office for Asia and Pacific that is the subject of evaluation. Selection process will ensure that the evaluator/s does not have any relationship with this particular UN Women office's programmes in the past, present or foreseen in the near future.

8. Evaluation ethics

Evaluations in the UN will be conducted in accordance with the principles outlined in both UNEG Norms and Standards for Evaluation in the UN System and by the UNEG 'Ethical Guidelines for Evaluation'. These documents will be attached to the contract. Evaluators are required to read the Norms and Standards and the guidelines and ensure a strict adherence to it, including establishing protocols to safeguard confidentiality of information obtained during the evaluation.

9. Submission of application and deadline

Interested candidates are requested to submit electronic application with technical and financial proposals in separated envelops to hr.bangkok@unwomen.org not later than **29 November 2017**. Daily rate should be identified in application letter and/or email.

- Submission package
  - o Application Letter
  - o Curriculum Vitae
  - o Personal History Form (P11)
  - o Proposed professional fee based on each deliverable and breaking down into a daily fee
  - o Sample Evaluation Report

ToRs Annex 1

The overall goal of the programme is to prevent the exploitation of women migrant workers in the Association of Southeast Asian Nations (ASEAN) Member States through better access to evidence and knowledge, policy advocacy and capacity-development of ASEAN institutions and migrant workers' institutions.

Outcome 1: ASEAN Member countries have benefited from the improved access to gender-sensitive evidence and knowledge to prevent exploitation of women migrant workers and promote their rights

> *Output 1.1:* New knowledge and evidence on gender-responsive and rights-based practices to prevent exploitation of women migrant workers are generated to influence policies and regulatory frameworks

> *Output 1.2:* Recruitment agencies have increased access to knowledge, resources and skills to prevent the exploitation of women migrant workers

Outcome 2: ASEAN Mechanisms advocate for preventing exploitation of women migrant workers at the regional and national levels

> *Output 2.1:* ASEAN mechanisms have increased understanding of policies and processes that address exploitation of women migrant workers

> *Output 2.2:* Civil society organizations working with and for women migrant workers are able to effectively advocate with ASEAN Member States and ASEAN institutions, to promote and protect the rights of women migrant workers

Outcome 3: Enhanced social mobilization to improve actions to prevent exploitation of women migrant workers

> *Output 3.1:* Youth, women's organizations and migrant worker networks have increased capacity to conduct campaigns and advocacy for prevention of exploitation of women migrant workers.

ANNEX B:
PROJECT LOGIC MODEL

RESULTS AND RESOURCES FRAMEWORK

Under the UN Women's Strategic Plan **Impact Area 2**, the proposed Results and Resource Framework is aligned with the UN Women ROAP DRF 2, Outcome 2.2

– Improved *conditions of work* for marginalized groups of women, especially women migrant workers, workers in informal sector, and home-based workers. Simultaneously, some of the main outputs of the project contribute to the DRF 3 Outcome 3.1 (*Laws, policies and strategies adopted and implemented in line with international standards and informed by voices of women survivors of violence to prevent and respond to violence against women and girls*)

I. LOGFRAME

Overall Goal of the Project:

"Exploitation of women migrant workers in the ASEAN is reduced through increased availability and access to evidence and knowledge, policy advocacy, support to ASEAN regional mechanisms and processes, and social mobilization and campaigns for action at the regional and National levels."

Impact Indicators:

1) Number of countries where processes to prevent exploitation of women migrant workers are in place.

Baseline:

1) Existing Country Assessments/Profiles

Target: At least 3 countries

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 53

Outcome indicators: Number of countries that make use of gender-sensitive policy tools and knowledge products to protect and promote rights of women migrant workers.

Baseline: No ASEAN Members countries have gender-sensitive evidence and policy tools to prevent exploitation of women migrant workers in the context of ASEAN Economic integration.

Target: At least 3 countries

Intended Output	Output Targets	Indicative Activities	Partners	Risks
Output 1.1: New knowledge and evidence on gender-responsive and rights-based practices to prevent exploitation of women migrant workers are generated to influence policies and regulatory frameworks **Output indicators:** 1.1.1 Number of evidence-based research, policy instruments and knowledge products on women migrant workers' rights 1.1.2 Virtual and physical platforms created for disseminating knowledge and newly generated evidence and tools. **Baseline:** Currently there is limited and/unavailable data on the impact of gender dimensions on policy measures to protect women migrant workers across sectors	1.1.1 Three (3) Research Studies 1.1.2 Policy Brief Series on Women Labour Migration in ASEAN.	1.1.1 Conduct study on employment and working conditions of migrant domestic workers and employers' attitudes to migrant domestic workers, as compared to standards in ILO Convention 189, in two countries. 1.1.2 Develop series of policy briefs to address the exploitation of WMW and protection of their rights. 1.1.3 Commission a paper on Protectionist Policies and impact on women migrant workers 1.1.4 Conduct research studies to address the impact of Asean economic integration on women & Women migrant workers in ASEAN. 1.1.5 Virtual online launches and UN Women website dedicated to disseminating newly generated knowledge and evidences 1.1.6 Physical launch event to disseminate the new evidence and	UN Women, ILO, ASEAN Secretariat	Risks Access to women migrant workers and domestic workers limited. Limited data sets on women migrant laborers in ASEAN

Intended Output	Output Targets	Indicative Activities	Partners	Risks
		knowledge to ASEAN ministries, CSO partners, senior officials of ASEAN agencies 1.1.7 Develop institutional capacity building materials on migration, gender and development for government ministries, CSOs and ASEAN bodies.		
Output 1.2: Recruitment agencies have increased access to knowledge, resources and skills to prevent the exploitation of women migrant workers **Output indicators:** 1.2.1 Number of recruitment agencies who report increased awareness of gender-responsive recruitment **Baseline:** only one country in ASEAN (Vietnam) has a code of conduct for recruitment agencies (RAs) in the region 1.2.2 No of Recruitment agencies and staff oriented to gender responsive PDTC and ethical recruitment	1.2.1 One Code of Conduct assessed 1.2.2 Delivery of one PDTC assessed 1.2.3 At least 3 agencies targeted	1.2.1 Review the effectiveness and gender- sensitivity of the Vietnam Association of Manpower Supply (VAMAS) Code of Conduct and Monitoring Tool in Vietnam 1.2.2 Assessment of the gender responsiveness of the delivery of the (PDTC, ILO) Pre-Departure Training curricula and ethical recruitment training (in Cambodia, Myanmar and Vietnam)	ILO	Recruitment agencies are not interested to participate

Outcome 2: ASEAN Mechanisms [25] advocate for preventing exploitation of women migrant workers at the regional and national levels

Outcome Indicators:

1. Number of ASEAN regional processes influenced to inform policies for preventing exploitation of women workers at the regional and national level.

Baseline: ASEAN Forum on Migrant Laborers is conducted annually in the ASEAN region.

Target: 2

2. Number of reports /recommendations/materials to protect the rights of women migrant workers produced by ASEAN bodies.

Baseline: None

Target: 1

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **55**

Intended Output	Output Targets	Indicative Activities	Partners	Risks
Output 2.1: ASEAN mechanisms have increased understanding of policies and processes that address exploitation of women migrant workers	2.1.1 Progress Reports 2.1.2 At least three high-level regional dialogues involving ASEAN officials	2.1.1 Consultations/ Meetings with ACMW on promoting rights of women migrant workers within the member states. 2.1.2 Organize one regional high-level event to promote a comprehensive	ILO, ACW, ACMW, ASEAN Secretariat, National Level Sectoral Ministries, Regional Migrant Networks	Lack of political will on part of the AMS on promoting rights of WMWs
Output indicators: 2.1 Number of ASEAN mechanism dialogues/events to advance policy discussion and advocacy to prevent exploitation of women migrant workers supported by UN Women. **Baseline:** Limited regional collaboration amongst different ASEAN Mechanisms		regional approach to preventing exploitation of women migrant workers among ASEAN Member States 2.1.3 Organize ASEAN inter-pillar dialogue/ regional dialogues on the Impact of ASEAN integration on gender and labour markets and use of evidenced based recommendations to prevent exploitation of women migrant workers		Slow progress on the development of the ASEAN instrument on ASEAN Declaration for Migrant Workers

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25 ASEAN Secretariat, ASEAN Committee on Women (ACW), ASEAN Commission on the Promotion and the Protection of the Rights of Women and Children (ACWC), and ASEAN Committee on Migrant Workers (ACMW).

Output 2.2: Civil society organizations working with and for women migrant workers are able to effectively advocate with ASEAN Member States and ASEAN institutions, to promote and protect the rights of women migrant workers **Output indicators:** 2.2.1 Number of regional platforms that are open to ASEAN institutions/Member States and civil society. **Baseline:** civil society organizations have limited engagement with ASEAN institutions on issues related to the rights of women migrant workers.	2.2.1 Evidence that civil society's recommendations are presented addressing the concerns of women migrant workers in the presence of ASEAN and/or its Member States. 2.2.2 One training course for national NGOs and civil society organizations resulting in key action plans to engage with ASEAN to prevent the exploitation of women migrant workers and promote their rights;	2.2.1 Support participation and representation of women migrant workers at regional fora like the AFML to include their concerns in policy making. 2.2.2 Conduct a training course focusing on Gender, Migration and Rights for selected CSOs in the ASEAN region. 2.2.3 Organize and facilitate civil society's access to advocate with key ASEAN institutions.	ILO, ASEAN Women's Caucus, IFRC, Migrant Forum Asia, CARAM Asia, National civil society organizations, DW networks	Civil Society does not have adequate ground to actively engage with the regional consultative processes.
2.2.2 Number of civil society organizations and/or MW networks participating in training courses supported by UN Women and its partners; **Baseline:** limited training and capacity building for national NGOs and civil society to effectively engage with ASEAN on issues of women migrant worker				

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **57**

Outcome 3: Enhanced social mobilization to improve actions to prevent exploitation of women migrant workers

Outcome Indicators:

Number of social mobilization initiatives and/or campaigns initiated to increase knowledge and capacity of migrant worker organizations, CSOs and youth networks to enable influencing social norms and actions to prevent exploitation of women migrant workers in ASEAN.

Baseline: There are weak linkages between regional and national level advocacy campaigns and initiatives to improve actions to prevent exploitation of women migrant workers.

Target: At least 2 initiatives to mobilize communities linked to National and regional efforts to promote the rights of women migrant workers.

Intended Output	Output Targets	Indicative Activities	Partners	Risks
Output 3.1: Youth, women's organizations and migrant worker networks have increased capacity to conduct campaigns and advocacy for	3.1.1 Campaigning and advocacy efforts taken forward in at least 3 countries 3.1.2 At least one country establishes peer to peer support	3.1.1 Establish Peer to Peer Support network of WMWs at the community levels to promote learning and awareness on protective measures and safe migration of WMWs.	**ILO** (Saphan Siang Campaign), IOMX, CSOs, DW networks, Youth networks	Little interest from youth to engage in these campaigns

prevention of exploitation of women migrant workers. **Output indicator:** 3.1.1 Number of awareness-raising tools and resources for prevention of exploitation of women migrant workers, targeting youth and networks of women migrant workers in ASEAN countries developed. **Baseline:** Most existing awareness raising tools and resources on protection of migrant workers are not necessarily gender-sensitive or target youth and women migrant workers. 3.1.2 Number of countries that establish peer to peer support networks of women migrant workers to raise awareness on prevention and protection **Baseline:** Majority of women migrant workers are not aware of their rights and have limited access to support networks. 3.1.3 Number of good practices documented to enhance awareness of young women migrant workers **Baseline:** limited awareness raising campaigns on protection of women migrant workers	networks of women migrant networks 3.1.3 At least two good practices documented to promote merits of safe migration and positive image building of women migrant workers 3.1.4 One regional and national awareness raising tools and resources developed	3.1.2 Support existing youth networks/ Migration Works campaign, including for Youth Ambassadors to be engaged in assignments specific to women migrant workers 3.1.3 Awareness raising activities and campaigns on safe migration, human trafficking, and promoting basic human rights conducted for youth and potential migrant women at the National level 3.1.4 Develop regional and national advocacy, IEC materials and awareness raising tools and resources (in local languages) targeting current and potential women migrant workers in sending and receiving countries. 3.1.5 Pilot innovative methods including social media, ICT to promote merits of safe migration and positive image building of women migrant workers in the region. 3.1.6 Develop and produce video content for on-air and online broadcast in ASEAN region to raise awareness on preventing the exploitation of women migrant workers		Campaigns do not have the expected effect.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **59**

ANNEX C: INCEPTION MEETING AGENDA

Preventing the Exploitation of Women Migrant Workers in the ASEAN Region

Evaluation Inception Meeting

December 13th, 2017

Bangkok, Thailand

***9am – 9:30am* Introductions**

- Opening Remarks from Sukanya

- Presentation of the Evaluation Team (Impact Ready)

- Presentation of Meeting Participants (each participate to present him/herself)

- Review of Meeting Agenda (Sukanya)

- Outline of the Evaluation Process and a Brief Description of Why we Evaluate (Caroline)

- Outline of Evaluation Methodology (Impact Ready)

***9:30am – 10:30am* Stakeholder Mapping Exercise**

***10:30am – 10:45am* Break**

***10:45am – 12pm* Evaluation Scoping Session**

- Clarify who is using the evaluation and for what purpose

- Clarify the evaluation scope and approach

- Clarify the evaluation criteria - discuss how we will look at efficiency, sustainability and impact

- Prioritize the 4-5 most important evaluation questions

- Clarify the list of key informants who will be included in the evaluation

- Discuss the evaluation schedule and meeting logistics

- Form the evaluation reference group

***12pm – 1pm* Lunch**

***1pm – 2:30pm* Self-Assessment**

SELF-ASSESSMENT INSTRUCTIONS

1) Please answer the subsequent questions by touching upon the following points in each response:

   a) What was the initial plan?

   b) What activities were conducted?

   c) Identify strengths & weaknesses

   d) Assign colored rating (see N° 2 for more details) + justification for rating

   e) Opportunities for improvement

2) The following is an explanation of the color rating system to be used for each question:

Red	Not at all
Yellow	Partially, with significant areas for improvement
Green	Mostly
Dark Green	Completely

3) All questions are designed to be answered collectively by the participants. If there is discrepancy among participants as to the answers and/or ratings, this should be reflected in the final answers.

(*Note to the facilitator: each question should take around 9 minutes)

Self-Assessment Questions

I. Output 1.1

From your perspective, to what extent has new knowledge and evidence been generated on gender-responsive and rights-based practices to prevent the exploitation of women migrant workers?

II. Output 1.2

To what extent do recruitment agencies have increased access to knowledge, resources and skills to prevent the exploitation of women migrant workers?

III. Outcome 1:

To what degree have ASEAN member states benefited from improved access to gender-sensitive evidence and knowledge to prevent exploitation of women migrant workers and promote their rights?

IV. Output 2.1

To what extent have ASEAN mechanisms increased their understanding of policies and processes that address exploitation of women migrant workers?

V. Output 2.2

To what extent are civil society organizations (CSOs) working with and for women migrant workers more able to effectively advocate with ASEAN Member States and ASEAN institutions, to promote and protect the rights of women migrant workers?

VI. Outcome 2:

To what extent are ASEAN mechanisms better equipped to advocate for preventing exploitation of women migrant workers at the regional and national levels?

VII. Output 3.1

To what extent do youth, women's organizations and migrant worker networks have increased capacity to conduct campaigns and advocacy for prevention of exploitation of women migrant workers?

VIII. Outcome 3:

To what extent has social mobilization been enhanced to improve actions to prevent exploitation of women migrant workers?

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 61

IX.

To what extent do stakeholders have ownership of the project?

X.

To what extent has the project encouraged/helped the UN to improve its coordination and better work with local partners?

2:30pm – 2:45pm Break

2:45pm – 3:30pm Group Discussion

Discussion Questions:

1. What were the project's overall strengths and weaknesses?

2. What are the prospects for the project's sustainability?

Areas for discussion could include:

- The likeliness that stakeholders including the governments, ASEAN bodies and CSO's shall take the project forward.

- The level of interest from ASEAN states in the project.

- The level of interest in the project generated by the community outreach and mobilization strategies.

3. What potential impact does it seem likely that the project will generate?

3:30pm – 4pm Group Discussion: What should be Next? / Opportunities for Scale-Up

Discussion Questions:

1. What should take place after the end of the project?

2. What should a potential subsequent phase of the project look like?

3. Are there opportunities for scale-up? If so, where?

ANNEX D: LIST OF PARTICIPANTS AT THE INCEPTION MEETING

List of Participants			
Inception Meeting: EVALUATION of Project			
Preventing the Exploitation of Women Migrant Workers in ASEAN			
13 December 2017, Amari Watergate Hote, Bangkok			

No.	Name	Organization	Implementing
1	Anna OLSEN, Ms.	International Labour Organization	Activity 1.1.1, 1.1.2, 1.1.3, 1.2.1, 1.2.2, and 3.1.2
2	Daw Ohnmar MYINT	Thu Kha Su San Oversea Employment Agency Co.Ltd	Activity 3.1.4
3	Daw Htwe Htwe THEIN	Head of Migration Department, CTUM	Activity 3.1.4
4	Daw Khin Nwe OO	Department of Labour	Activity 3.1.4
5	Jean DCUNHA, Ms.	UN Women Myanmar	Managing 3.1.4
6	Khemphet PHAOKHAMKEO, Ms.	UN Women Lao PDR	Managing 3.1.1
7	Kongseng PIENGPANYA, Ms.	Village Focus International	Activity 3.1.1
8	Sinapan SAMYDORAI, Mr.	Task Force on ASEAN Migrant Workers	Contribute to activity 2.1.1, 2.2.1
9	Socheath HENG, Mr.	UN Women Cambodia	Managing 3.1.5
10	Sokcha MOM, Mr.	Legal Support for Children and Women (LSCW)	Activity 3.1.5
11	Sothy YIM, Ms	Association of Cambodia Domestic Workers	Activity 3.1.5
12	Tara DERMOTT, Ms.	IOM-X	Activity 3.1.6
13	Tingthong PHETSAVONG, Mr.	Freelance Consultant	Managing 3.1.1
14	U Tun Tun LWIN	Migrant Worker Rights Network	Activity 3.1.4
15	Viengmany LORTAOHOU, Ms.	Village Focus International	Activity 3.1.1
16	Vipunjit KETUNUTI, Ms.	UN Women Thailand and Lao PDR	Managing 3.1.1
17	William GOIS, Mr.	Migrant Forum in Asia	Activity 2.1.1, 2.2.3
	Partitcipants from UN Women ROAP		
18	Anna-Karin Jatfors , Ms	UN Women ROAP	
19	Masumi Watase, Ms.	UN Women ROAP	
20	Horekens, Caroline, Ms.	UN Women ROAP	
21	Sukanya Thongthumrong, Ms.	UN Women ROAP	
22	Somjai Noohuang, Ms.	UN Women ROAP	

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 63

ANNEX E: SUMMARY OF THE STAKEHOLDER MAPPING SESSION

Stakeholder	Main Role in the Project	Main Stakes in the Project	How will the Stakeholder use the Evaluation Information? What Information will be most Useful?
Australian Department of Foreign Affairs and Trade (DFAT)	Donor: Provided financial resources to support the project.	● Financial risk; ● Reputational risk; and ● Regional development and security	● Understand the long-term impact of the initiative at implementation level; ● Improve the project design and better design future interventions; ● Ensure that sustainability is present in local projects; and ● Understand the project's return for investment.
UN Women	Implementing Agency: Provided technical support, managed the project, and convened partners and stakeholders.	● Reputational risk; ● Opportunity to advance women's rights in the migration domain; and ● Opportunity to develop new and strengthen existing partnerships	● Improve project design and implementation; ● Understand if the correct stakeholder were targeted; ● Understand how well intergovernmental processes have worked; ● Identify lessons learned and recommendations to improve relations with ASEAN member states; ● Identify best practices on how to integrate migration into the gender discussion; ● Share findings with donors and advocate for continued funding; and ● Identify UN Women's comparative advantage when working on migration issues.

United Nations Entity for Gender Equality and Women's Empowerment (UN Women)

International Labour Organisation (ILO)	Responsible Party: Provided technical support, managed the project, and convened partners and stakeholders.	● Reputational risk; ● Opportunity to advance migration work; and ● Opportunity to develop new and strengthen existing partnerships	● Compare the evaluation findings with those of its other migration evaluations; ● Better understand how ILO partnerships are functioning; ● Identify ILO's contribution to the project; and ● Understand the extent to which the project results are sustainable.
ASEAN Member States (ASEAN Secretariat, National Level Sectoral Ministries)	Duty Bearers: Develop an increased understanding of policies and tools to prevent exploitation.	● Opportunity to increase understanding of issues facing migrant women workers; and ● Opportunity to create policies that protect migrant women workers.	● Improve the performance of line agencies; and ● Better understand key issues facing migrant women workers and the processes currently being undertaken to advance their rights.
*ASEAN Mechanisms (ASEAN Committee on Migrant Workers (ACMW); ASEAN Committee on Women (ACW); ASEAN Commission on the Promotion and the Protection of the Rights of Women and Children (ACWC)).	Duty Bearers: Develop greater capacity to understand the issues facing migrant women workers and to better advocate for their rights.	● Opportunity to increase understanding of issues facing migrant women workers; ● Opportunity to advocate for better protection of migrant women workers; and ● Opportunity to create policies that protect migrant women workers.	● Understand opportunities for the scale up of results; and ● Identify good practices and factors contributed to project successes and areas for improvement.
Recruiting Agencies	Partner: Improve their use of more gender sensitive pre-departure training curriculum and promote ethical recruitment training.	● Opportunity to better align their actions to international human rights standards; and ● The project may lead to more women migrants working through legal recruitment channels (such as in Myanmar).	● Understand how to better serve and protect migrant women workers; and ● Raise more awareness about issues affecting women migrants and their rights.
NGOs, CSOs, regional migrant networks, youth networks, women's networks, and domestic worker networks (ASEAN Women's Caucus, Red Cross (IFRC), Migrant Forum Asia, CARAM Asia; and domestic worker networks).	Partner: Develop increased capacity to prevent exploitation of women migrant workers at the community level and more effectively advocate for the rights of women migrant workers to be respected.	● Reputational risk; ● Opportunity to better network and build partnerships; ● Opportunity to amplify the voices of migrant women workers; ● Opportunity to influence policies to protect the rights of women migrant workers; and ● Opportunity to change behaviours of women and men at the grassroots level.	● Development more practical knowledge about the realities of women migrant workers at the grassroots level; ● Develop better strategies to advocate for policies that protect the rights of women migrant workers and to increase awareness about the rights of women migrant workers at the grassroots level; and ● Learn about what other grassroots organizations are working on and identify what works well and what works less well.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 65

Stakeholder	Main Role in the Project	Main Stakes in the Project	How will the Stakeholder use the Evaluation Information? What Information will be most Useful?
Employers and Employer Federations	Indirect Beneficiary and Indirect Duty-Bearer: Improve knowledge of women migrant worker's rights and improve the treatment of women migrant workers.	● Opportunity to better align the actions of employers to human rights standards and ● Reputational risk	● Learn about changes in policies that will impact them; and ● Raise awareness about the rights of women migrant workers with other employers.
Academia	Partner : Contribute towards the development of knowledge products and training materials.	● Opportunity to generate knowledge about women migrant workers and empower women migrant workers to understand their rights.	● Obtain information that can influence immigration courses and curriculum; and ● Understand how knowledge products can contribute to policy-level change.
*Media	Partner: Support awareness raising of the rights of women migrant workers.	● Risk of misinformation or the reinforcement of biases and stereotypes; and · Opportunity to raise awareness around the rights of women migrant workers.	● Raise awareness about the rights of migrant workers; and ● Better understand how the strengths and weaknesses of media advocacy strategies.
Rights Holders (includes (Women Migrant Workers, Men Migrant Workers, Vulnerable Youth, Forced and Voluntary Migrant Workers, Potential Migrant Workers, Returnees, Trafficking Victims, and Domestic Workers).	Rights Holders: Identify their own needs and interests and learn about their rights.	● Improved or deteriorated human rights situation; ● Opportunity to gain knowledge and empowerment; ● Opportunity to have greater representation in political spaces.	● Learn about effective strategies to raise awareness about the rights of women migrant workers; ● Understand what progress is being made to advance the rights of women migrant workers; ● Identify ways to strengthen the organisations that represent them; and ● Learn more about their rights.
*Family members and host communities of migrant workers	Indirect Beneficiaries: Develop an understanding of the risks and challenges facing women migrant workers and the benefits they bring to host communities.	● Risk of reinforcing negative biases and/or wstereotypes; ● Opportunity to gain a more complete and human rights based understanding of women's economic migration.	● Learn more about the rights of women migrant workers and the role they play in host communities.

All stakeholders listed in this table and the intended use for this evaluation was identified for most stakeholders were identified during the Stakeholder Inception Meeting. The ET filled in missing information for some stakeholders (*) through the use of a document review. The main stakes for each stakeholder were also deduced by the ET.

ANNEX F: SELF-REVIEW TEMPLATE

SELF-ASSESSMENT INSTRUCTIONS

4) Please answer the subsequent questions by touching upon the following points in each response:

   f) What was the initial plan?

   g) What activities were conducted?

   h) Identify strengths & weaknesses

   i) Assign colored rating (see N° 2 for more details) + justification for rating

   j) Opportunities for improvement

5) The following is an explanation of the color rating system to be used for each question:

Red	Not at all
Yellow	Partially, with significant areas for improvement
Green	Mostly
Dark Green	Completely

6) All questions are designed to be answered collectively by the participants. If there is discrepancy among participants as to the answers and/or ratings, this should be reflected in the final answers.

 (*Note to the facilitator: each question should take around 9 minutes)

Self-Assessment Questions

XI. Output 1.1

From your perspective, to what extent has new knowledge and evidence been generated on gender-responsive and rights-based practices to prevent the exploitation of women migrant workers?

XII. Output 1.2

To what extent do recruitment agencies have increased access to knowledge, resources and skills to prevent the exploitation of women migrant workers?

XIII. Outcome 1:

To what degree have ASEAN member states benefited from improved access to gender-sensitive evidence and knowledge to prevent exploitation of women migrant workers and promote their rights?

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 67

XIV. Output 2.1

To what extent have ASEAN mechanisms increased their understanding of policies and processes that address exploitation of women migrant workers?

XV. Output 2.2

To what extent are civil society organizations (CSOs) working with and for women migrant workers more able to effectively advocate with ASEAN Member States and ASEAN institutions, to promote and protect the rights of women migrant workers?

XVI. Outcome 2:

To what extent are ASEAN mechanisms better equipped to advocate for preventing exploitation of women migrant workers at the regional and national levels?

XVII. Output 3.1

To what extent do youth, women's organizations and migrant worker networks have increased capacity to conduct campaigns and advocacy for prevention of exploitation of women migrant workers?

XVIII. Outcome 3:

To what extent has social mobilization been enhanced to improve actions to prevent exploitation of women migrant workers?

XIX.

To what extent do stakeholders have ownership of the project?

XX.

To what extent has the project encouraged/helped the UN to improve its coordination and better work with local partners?

ANNEX G: EVALUATION MATRIX

Criteria and questions	Sub-questions	Indicators	Data sources	Data collection methods
1. Relevance				
1.1 To what extent did the project meet the needs of beneficiaries?	● What are the most pressing needs of the project beneficiaries and how successfully did the project meet those needs? ● How relevant was the design of the project (including its objectives) in meeting the needs of beneficiaries? ● Are there other important needs that could not be addressed under the current project framework?	● Types of needs addressed by the project design ● Evidence that the project addresses the needs of female beneficiaries ● Type of changes (if any) made to the project objectives ● Needs identified through stakeholder consultation sessions ● Discussion sessions and fora conducted	● Migrant Women ● Recruitment Agencies ● CSOs and NGOs ● ASEAN Governments and Mechanisms ● UN Women ● ILO ● Project Reports ● International conventions	● KIIs ● FGDs ● Document Review ● Open Letter
1.2 Did the project target the correct beneficiaries?	● Did the project target those rights holders who were most in need of the project? ● Were there any rights holders that were not targeted and who should have been targeted as part of this initiative? ● To what extent did the project use a transparent and participatory process to identify project beneficiaries?	● Types of gaps (if any) existing between the project's stated goal and objectives and those of international conventions, norms, and standards. ● Stakeholder perceptions ● Types of beneficiaries targeted and the processes used in identifying them ● Level of consistency between the project goals and the identified needs	● UN Women ● ILO ● International Conventions ● Project Documents ● CSOs and NGOs ● ASEAN Governments and Mechanisms	● KIIs ● FGDs ● Document Review

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **69**

Criteria and questions	Sub-questions	Indicators	Data sources	Data collection methods
1.3 Do local stakeholders (migrant workers, community members, recruitment agencies, etc.) support the project's mandate? How so?	• Can local stakeholders clearly identify the short and long-term benefits of the project? • Do local stakeholders actively demonstrate support for the project? • What are the views and experiences of different groups of local stakeholders (women migrant workers, male migrant workers, family and community members, vulnerable youth, trafficking victims, etc.), regarding the project?	• Stakeholder perceptions • Level of response and engagement by stakeholders to media, including social media, campaigns and publications	• Migrant Women • Recruitment Agencies • NGOs and CSOs • Social media interactions and engagement data • Media and Social Media	• KIIs • FGDs • Document Review
1.4 To what extent were the project objectives aligned with stakeholder priorities and international norms and standards?	• To what extent were the project objectives aligned with the priorities and strategies of ASEAN governments? • To what extent is the project aligned with UN Women's corporate and regional strategic plans? • To what extent is the project aligned with international norms and standards regarding women's rights and international migration?	• Perceptions of stakeholders regarding the Project's mandate • Type of support provided by national, regional, as well as local stakeholders	• Women migrants • CSOs and NGOs • UN Women national and regional representatives • ILO • DFAT • Monitoring and progress reports • International conventions	• KIIs • FGDs • Document Review

Criteria and questions	Sub-questions	Indicators	Data sources	Data collection methods
2. Effectiveness				
2.1 To what extent did the project attain identified results and meet expectations?	• To what extent were the project's outputs and outcomes successfully achieved? • Apart from project results, what expectations did stakeholders have of the project and was the project successful in meeting those expectations? • To what extent was the project design and implementation strategy effective at achieving desired results?	• Comparison of results achieved compared to those planned. • Number of beneficiaries reached • Number of CSOs reached and type of capacity building provided • Perception of stakeholder expectations • Number and types of awareness raising campaigns • Number and types of social media campaigns and publications compared to beneficiaries reached and engaged • Frequency of engagement in social media	• M&E data • Project reports • Project deliverables • UN Women national and regional representatives • ILO representatives • Results and Resources Framework (RRF) • Recruitment agencies • NGOs and CSOs • ASEAN government bodies and mechanisms • Information, education and communications materials	• KIIs • FGDs • Document Review • Open Letter
2.2 What are the key successes and challenges that the project experienced and what are the factors underlying them?	• What were the project successes? • What were the project weaknesses? • What challenges did the project face? • What contextual factors affected the success of the project? • What were the primary factors driving the success of the project?	• Number of products delivered compared to those planned • Type of variances between planned and achieved results • Number and types of beneficiaries reached • Number and types of awareness raising campaigns • Number and types of consultations/meetings; regional high-level event; regional dialogues • Stakeholder perceptions	• Women migrants • M&E data • Project reports • Project deliverables • UN Women national and regional representatives • ILO representatives • Results and Resources Framework (RRF) • Recruitment agencies • NGOs and CSOs • ASEAN government bodies and mechanisms • Information, education and communications materials	• KIIs • FGDs • Document Review • Open Letter

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **71**

Criteria and questions	Sub-questions	Indicators	Data sources	Data collection methods
2.3 How could the project design be improved to achieve greater results?	● How could the project have been better designed to achieve greater results?	● Kinds of challenges limiting the project's effectiveness ● Number of uncompleted activities or targets missed ● Stakeholder perceptions	● M&E data ● Project reports ● Project deliverables ● UN Women national and regional representatives ● ILO representatives ● Results and Resources Framework (RRF) ● Recruitment agencies ● NGOs and CSOs ● ASEAN government bodies and mechanisms ● Information, education and communications materials	● KIIs ● FGDs ● Document Review ● Open Letter
2.4 Did the project generate any unexpected results (either positive or negative, direct, or indirect)? If so, which ones?	● Did the project create any direct or indirect affects that were unplanned?	● Stakeholder perceptions ● Results achieved versus planned results ● Changes in project implementation modalities	● ILO representatives ● UN Women national and regional representatives ● Monitoring and progress reports ● Minutes of management meetings ● Project budget and financial reports ● CSOs and NGOs	● KIIs ● FGDs ● Document Review

Criteria and questions	Sub-questions	Indicators	Data sources	Data collection methods
3. Efficiency				
3.1 How efficiently did the project achieve results?	- To what extent has the project used the least costly resources possible to achieve project results? What is the value for money ratio? - What factors contributed to or hindered project efficiency? - How well has the project's monitoring and evaluation system provided accurate, timely, and equity and sex disaggregated information to inform decision-making?	- Quality of result frameworks - Monitoring frequency - Quantity of disaggregated data collected - Number of times that the Project has been adapted or decisions taken due to M&E data - Administrative vs. programming spending - Stakeholder perceptions	- ILO - UN Women national and regional representatives - Monitoring and progress reports - Minutes of management meetings - Project budget and financial reports - Policies and conventions at national and regional levels	- KIIs - FGDs - Document Review
3.2 How efficiently did the project work with partners and stakeholders?	- To what extent has the joint Project allowed the UN to work in a more coordinated manner with UN and non-UN partners? How well has the project synergized with other UN initiatives? - To what extent has the project fostered stakeholder cooperation and assisted stakeholders in developing new or existing partnerships? - What were the strengths and weaknesses of the project's working relationship with ASEAN governments and mechanisms? What has been learned about what works well? What could be improved for the future? Has the project revealed any key entry points to further develop a constructive working relationship between UN Women and ASEAN governments?	- Number and types of joint ventures with partners and other stakeholders - Working relationship between partners - Level of effective communication between partners - Synergies between partners	- UN Women national and regional representatives - DFAT - ILO - Monitoring and progress reports - Financial reports - NGOs, CSOs - Recruitment Agencies - WM networks and associations - ASEAN Secretariat, National Level Sectoral Ministries - ASEAN Mechanisms	- KIIs - FGDs - Document Review - Open Letter

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **73**

Criteria and questions	Sub-questions	Indicators	Data sources	Data collection methods
4. Sustainability				
4.1 To what degree will project results likely be sustainable?	• What systems, if any, have been put in place to ensure the sustainability of the project or its results? • What are the primary factors affecting the probability that project results will continue to have a lasting effect upon project completion? • What is the likeliness that stakeholders including the governments, ASEAN bodies and CSO's will take the project forward? • What is the level of interest from ASEAN states in the project? • What interest has the project generated through the community outreach and mobilization strategies?	• Perceptions of stakeholders • Difference between the number of socially engaged partners and activities now and at the beginning of the project	• UN Women national and regional representatives • DFAT • ILO • Monitoring and progress reports • Financial reports • NGOs, CSOs • Recruitment Agencies • WM networks and associations • ASEAN Secretariat, National Level Sectoral Ministries • ASEAN Mechanisms	• KIIs • FGDs • Document Review
4.2 What future work is required to sustain project results?	• What activities need to be conducted to sustain project results? • What resources are required to sustain project results? • What partnerships are required to sustain project results? • What strategic direction should a future project take to sustain project results?	• Perceptions of stakeholders • Assessment of case studies • Difference between the number of socially engaged activities now and at the beginning of the Project.	• UN Women national and regional representatives • DFAT • ILO • Monitoring and progress reports • Financial reports • NGOs, CSOs • Recruitment Agencies • WM networks and associations • ASEAN Secretariat, National Level Sectoral Ministries • ASEAN Mechanisms	• KIIs • FGDs • Document Review • Open Letter

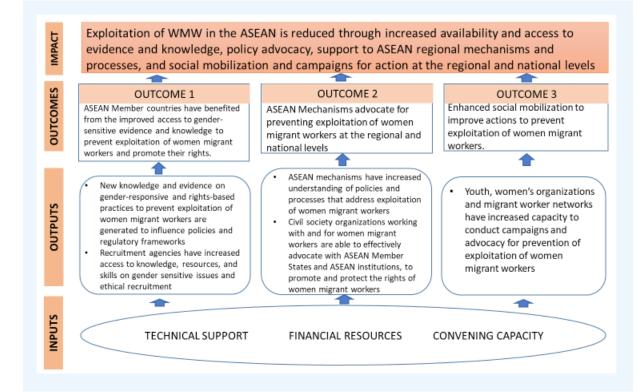| Criteria and questions	Sub-questions	Indicators	Data sources	Data collection methods
5. Potential for Impact				
5.1 What potential impact does it seem likely that the project will generate?	● What direct or indirect changes has the project achieved that will likely contribute to preventing the exploitation of women migrant workers and other beneficiaries in the ASEAN region?	● Number and type of sustainability systems ● Outcome-level results ● Changes in relationships between partners ● Influence in ASEAN bodies ● Influence in the attitudes of migrant women and their communities	● ASEAN Secretariat, National Level Sectoral Ministries ● ASEAN Mechanisms UN Women national and regional representatives ● NGOs, CSOs ● Monitoring and progress reports ● The ACMW work plan for 2016–2020 ● ILO ● WMW organizations ● Recruitment agencies ● UN Women national and regional representatives	● KIIs ● FGDs ● Document Review
5.2 What key opportunities exist for project results to leave a lasting impact at the local and regional levels? What future work is required to facilitate project impact?	● How can outcome level results be used to generate greater impact? ● What changes in behaviours, partnerships, or policies demonstrate potential for impact? ● What activities, resources, and strategies are required to facilitate project impact?	● Relationships between project representatives, national governments' officials, advocacy groups and ASEAN mechanisms. ● Number and type of agreements made between project representatives, national governments' officials and advocate groups and ASEAN representatives ● Stakeholder perceptions ● Changes in policies relating to women migrant workers.	● ASEAN Secretariat, National Level Sectoral Ministries ● ASEAN Mechanisms UN Women national and regional representatives ● NGOs, CSOs ● DFAT ● ILO ● WMW organizations ● Recruitment agencies ● UN Women national and regional representatives	● KIIs ● FGDs ● Document Review

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 75

Criteria and questions	Sub-questions	Indicators	Data sources	Data collection methods
5.3 What key opportunities exist for project results to be leveraged or scaled-up to obtain a larger impact at the regional level?	· What outcome level results could be scaled up to generate greater impact? · What project success areas demonstrate positive momentum for scale-up?	· Relationships between project representatives, national governments' officials, advocacy groups and ASEAN mechanisms. · Number and type of agreements made between project representatives, national governments' officials and advocate groups and ASEAN representatives · Stakeholder perceptions · Changes in policies relating to women migrant workers. · Successful project results	· ASEAN Secretariat, National Level Sectoral Ministries · ASEAN Mechanisms UN Women national and regional representatives · NGOs, CSOs · DFAT representatives · ILO representatives · WMW organizations · Recruitment agencies · UN Women national and regional representatives · M&E data · Project documents and reports	· KIIs · FGDs · Document Review · Open Letter
6. Human rights, equity, and gender equality				
6.1 To what extent did the project integrate human rights, equity, and gender equality principles in the design and implementation of the project?	· What inequities exist between women and men migrant workers and how did the project design and implementation address these inequities? · To what extent were rights holders and duty bearers involved in the design and management of the project? What degree of participation did stakeholders have in the project design and implementation? · To what extent did the project serve the most vulnerable and marginalized women migrant workers?	· Quantity of disaggregated data collected · Extent to which disaggregated needs were identified through stakeholder consultation sessions · Level of stakeholder participation in the design and implementation of the project · Existence of HR, GEEW, and equity-specific project documents. · Degree to which HR, GEEW, and equity are mainstreamed in project documents	· ILO representatives · DFAT representatives · UN Women national and regional representatives · CSOs and NGOs · Project planning and strategic documents · M&E data · Project reports	· KIIs · FGDs · Document Review

ANNEX H: THEORY OF CHANGE

Even though the project design is based on a logical framework (see annex B), the Project has not articulated this framework through a clearly defined Theory of Change (ToC) model. For the purposes of this evaluation, the ET has re-created the Project's ToC and has presented it in the visual ToC model found below in Figure 3.1.

FIGURE 2.1.
Project Theory of Change Model

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **77**

ANNEX I: EVALUATION METHODS

I. Evaluation Approach and Design

Evaluation Approach

An evaluation is a process that should seek to provide useful, valid and reliable findings derived from information supplied by all stakeholders involved, with a view to enhancing the demonstration of tangible results, identifying potential improvements as necessary, and making better-informed strategic decisions.

Participatory Process

One of the most important core principles of evaluating inclusive programming is to ensure that the evaluation process is itself inclusive and participatory. The ET has therefore made the maximum effort to engage a broad range of stakeholders using a participatory evaluation process. Stakeholders were initially consulted about the evaluation design and process during the Stakeholder Inception Meeting and continued to receive regular updates from the ET by means of a Facebook page that the ET created for this evaluation (to visit the Facebook page click here). Stakeholders were extensively consulted during the data collection phase of the evaluation through in-person interviews, focus group discussions, Skype meetings, and email outreach. Upon completion of each interview and focus group discussion, the evaluators reviewed with the stakeholders the most important key points from the discussion. Stakeholders were also given an opportunity to express these key points or any other thoughts through a video recording, which will be used to create a final 2-mintue video highlighting the most important findings and recommendations

from the evaluation. Upon submission of the draft report, a stakeholder validation meeting will take place where stakeholders can review, provide feedback, and validate the evaluation findings and recommendations. The information generated from the evaluation will be presented in easily accessible formats (a one-page summary sheet and a short 2 minute video) so that stakeholders can use the information in a practical way and share the information with their partners and networks (this is discussed further in section 5.5).

Feminist Evaluation and a Gender Equality Approach

In line with UN Women's Evaluation Policy[54] to use gender sensitive and empowering evaluation processes, the ET used a Feminist Evaluation approach to conduct this evaluation. Feminist evaluation takes into consideration how activities affect power dynamics between groups of people and takes conscientious steps to reduce power disparities between stakeholders during the evaluation process. Although rights holders (i.e. women migrant workers networks) were initially identified as evaluation participants, they were unavailable to participate in the evaluation. The evaluation integrated gender equality principles in its approach by assessing the extent to which the program was designed and implemented to reduce gender inequalities. To assess this, specific gender equality questions were included in the Evaluation Matrix (see annex G) and gender considerations were mainstreamed throughout the evaluation report.

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54 Evaluation policy of the United Nations Entity for Gender Equality and the Empowerment of Women, 2012. http://undocs.org/en/UNW/2012/12 (5)

Evaluation Design

The ET conducted a **utilisation-focused evaluation (UFE)**. Utilization-Focused Evaluation (UFE), developed by Michael Quinn Patton[55], is an approach based on the principle that an evaluation should be designed and executed to enhance its usefulness to its intended users. Under this approach, evaluations should be planned and conducted in ways that enhance the likely utilization of the evaluation findings and recommendations, and that the evaluation process itself helps to strengthen decision making and improve performance. UFE has two essential elements. Firstly, the primary intended users of the evaluation must be clearly identified and personally engaged at the beginning of the evaluation process to ensure that their primary intended uses can be identified. This was done during the Stakeholder Inception Meeting where stakeholders mapped out how the information obtained through the evaluation will be used by each stakeholder group (see annex E). Secondly, evaluators must ensure that these intended uses of the evaluation by the primary intended users guide all other decisions that are made about the evaluation process.

The evaluation ToRs call for a primarily qualitative evaluation design that draws on three lines of evidence: key informant interviews in person and through Skype, in-person focus group discussions, and an extensive document review. The ET agreed that a qualitative approach is appropriate for the type of initiative under review, considering that the ET used a case study approach (more information on this is provided in the next paragraph), and that it is reasonable within the evaluation's financial limits and time constraints. During the inception phase, the ET proposed to add two additional lines of evidence to strengthen the evaluation methodology: a stakeholder self-review and an open letter (a detailed explanation of the evaluation methods is provided under section 5.3). Evidence from multiple lines and levels was combined through realist synthesis (a method based on analysing all the evidence and data that exists) to undertaken a contribution analysis

55 Patton, M. Q. (2008). Utilization-focused evaluation (4th. Ed). Thousand Oaks, CA: Sage

(an approach based on discounting other plausible explanations for change to establish the probable contribution of the project).

Due to the short evaluation timeframe, it was only possible to conduct in-person interviews in Thailand and Myanmar. Because of this restriction, the ET proposed to use a **critical instance case study approach,** which examines a single instance of unique interest, or serves as a critical test of an assertion about a program, problem or strategy. This approach has been used to understand how the project has influenced women's economic migration from Myanmar (a source country) to Thailand (a destination country). The case study approach investigated factors that led to the achievement and non-achievement of results using "most significant change stories". This approach provided the evaluators with an opportunity to collect evidence regarding elements of the project relating to community outreach, partnership building, and advocacy initiatives. Case studies can be particularly useful for understanding how different elements fit together and how different elements (implementation, context and other factors) have produced the observed impacts.

II. Sampling

The evaluation used a purposeful sampling approach where key stakeholders who participated as data sources in the evaluation were identified in collaboration between the Evaluation Manager, the Evaluation Reference Group (ERG), and the ET (see annex K for a list of stakeholder groups that were consulted as sources of information). Representatives from all stakeholder groups were included as data sources either through Skype, in-person interviews, or email engagement, with the exception of migrant women workers and migrant worker networks who were unavailable to participate.

Email engagement was undertaken with all available stakeholders, and the evaluation conducted 7 Skype interviews. (Initially, it was expected to conduct 15 Skype interviews but many stakeholders were not available). The purposeful sampling ensured that selected stakeholders can speak

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **79**

about the project activities that have occurred in all participating countries and across all results levels. The ET conducted a case study visit to Myanmar and Thailand to execute in-person key informant interviews (KIIs) and focus group discussions (FGDs) with project stakeholders. The ET conducted 9 in-person KIIs and 2 in-person FGDs. The number of KIIs and FGDs conducted were based on the availability of stakeholders to participate in the evaluation. All stakeholders who were not available for in-person interviews were given the option to participate in this evaluation via a Skype interview or by email. Evaluators visited the cities of Bangkok in Thailand and Yangon and Naypyidaw in Myanmar.

Justification for the Selection of Case Study Countries

For the purpose of this evaluation, Myanmar and Thailand have been selected as case study countries for the following reasons:

1) Both Myanmar and Thailand concentrate a significant number of initiatives implemented by the project in the region;

2) For practical reasons, considering the time constraints for the realization of this evaluation and given the easy accessibility of both countries; and

3) Both countries have experienced interesting stories of change as a result of the project and provide opportunities to explore the factors that have led to the achievement of results.

The Inclusion of Vulnerable Voices

The evaluation made all possible efforts to ensure that stakeholders representing the most vulnerable rights holders (i.e. migrant women domestic workers) had their voices included in the evaluation by inviting rights holders and organisations that work with them and/or represent them to participate in in-person or Skype interviews. However, the women migrant workers and migrant workers networks who were invited to participate were unavailable during

the evaluation timeframe. (More information on this is provided under the Limitation section on page 13).

III. Sources of Data and Collection Methods

The evaluation draws on multiple lines and levels of evidence to facilitate triangulation and to ensure robust evaluation findings. The lines of evidence include a document review; key informant interviews (KIIs); focus group discussions (FGDs); a stakeholder self-review; and an open letter. The evaluation looked at multiple lines of evidence, which include the sub-national, national, and regional levels. The following section describes the data collection methods and sources of data that were used to inform the evaluation.

Document Review

This line of enquiry featured an examination of background documentation and program material relevant to the program. Monitoring and evaluation data was unavailable as this information was not collected by the Project. Sources include, but are not limited to: narrative and financial reports; meeting minutes from the Project Inception Meeting; knowledge products developed by the project; project management documents; gender sensitive training materials; ethical recruitment materials and assessments; media products; and other relevant program documents (see list in annex H). Where applicable, additional material gathered over the course of the field mission was also examined. For this line of enquiry (as well as others), the ET developed an "evidence matrix" format to centralize and cross-reference all the information gathered.

Key Informant Interviews (KIIs)

The ET conducted semi-structured, one-on-one interviews with representatives of key stakeholders involved in the design, planning, delivery and/or monitoring of the Project. Some interviews with key stakeholders were conducted via Skype while others

were conducted in-person in Thailand and Myanmar (see annex I for a list of stakeholders interviewed through KIIs).

Annex J provides a list of questions from which protocols will be developed to conduct these interviews.

Focus Group Discussions (FGDs)

During the ET's visit in Thailand and Myanmar, the team conducted one FGD with recruitment agencies. Not enough NGOs were available to form a FGD and so those who were available participated in KIIs or through the open letter. A FGD that was planned with a migrant worker network was cancelled due last minutes scheduling changes that made them unavailable to participate.

The FGD was organized and implemented using an equity and gender-sensitive approach. During the FGD, there was a gender balanced ET of two evaluators: one evaluator was primarily responsible for moderating the FGD, and another evaluator was responsible for recording notes. An interpreter was also available to help translate for those participants who did not feel comfortable in English. The FGD took place in the UN Women office, where both women and male participants said they felt comfortable. The moderators tried to create an atmosphere so that the group discussion was safe and respectful of differences among participants. In order to ensure a healthy environment for FGDs, the FGD did not include more than 8 participants and did not last longer than 60 minutes. Annex L provides a list of questions from which a protocol was developed to conduct this discussion.

Stakeholder Self-Review

The ET proposed to add two additional lines of evidence to strengthen the evaluation methodology. The first was the use of a stakeholder self-review exercise that was conducted by stakeholders during the Stakeholder Inception Meeting. This exercise guided stakeholders through a self-reflective process where stakeholders were broken into country groups

and worked together to assess various elements of the project's performance using a coloured rating system (the template used for the self-review exercise is provided in Annex F). This exercise was useful to empower stakeholders to reflect on the project experience and to vocalise their views and opinions among each other. A coloured rating system was useful for the ET to clearly identify areas of strength and weaknesses within the project design and implementation.

Open Letter

The second additional line of evidence included an open letter approach where stakeholders were invited to share their perspectives on the project's performance through an open letter written to the ET based on some guiding questions supplied by the evaluators. Stakeholders could say as much or as little as they wanted in response to each open-ended question, which was then analysed for patterns. Those stakeholders representing groups of stakeholders (such as rights holders) could choose to have a representative of the organisation facilitate a discussion among stakeholders (including rights holders) to generate answers to the questions. This method permitted a larger number of stakeholders to participate in the evaluation under the time constraints and also provided the opportunity for rights holders who may not speak English to engage in the evaluation. Annex L provides a template of the invitation email that was sent to stakeholders.

In total, the evaluation received twelve (12) open letter responses. The open letters provided valuable descriptions of how stakeholders were involved in the Project, and included insightful information on the author's perspectives around the Project's strengths and areas for improvement. While the letters were insightful and added value to the evaluation, the Open Letter method contains some inherent limitations that should be taken into consideration. First of all, due to the written nature of the open letter, some stakeholders may have been hesitant to share details around any negative experiences or areas for improvement. Secondly, the Open Letter method does not allow for the evaluator to ask

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 81

any follow-up questions or to probe deeper into interesting and relevant issues. Even so, the Open Letters received as part of this evaluation served as valuable sources of evidence and were particularly useful to triangulate evidence against information obtained through FGDs and KIIs, as most of the Open Letters confirmed information that had been raised through the other evaluation methods.

IV. Data Analysis Methods

The evaluation used the four analysis methods discussed below to assess primary and secondary information obtained through the evaluation's lines of enquiry to answer the evaluation questions identified in the Evaluation Matrix (Annex G).

Contribution Analysis

The evaluation draws on Contribution Analysis, an approach that aims to identify the primary factors that have influenced the achievement of program outcomes and potential for impact.

Cost Analysis

The evaluation used financial documents provided by the project manager to assess the ratio between programme management and project activity costs to provide some insight around the the cost effectiveness of the project.

Equity and Gender Equality Analysis

All evaluation data, findings, conclusions, lessons learned, and recommendations were subject to an equity and gender equality analysis to mainstream the principles of human rights, equity, and gender equality throughout the evaluation process and report. This was influenced by the **Social Relations Approach** elaborated by Naila Kabeer[56], which establishes the three concepts of: (1) **development** as increasing human wellbeing, (2) **social relations**

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56 Naila Kabeer (1994)Reversed Realities: Gender Hierarchies in Development Thought, Verso, UK

as structural relationships that create and reproduce systemic differences in the positioning of different groups of people, and (3) **institutional analysis** of the production, reinforcement, and reproduction of social relations. These three foundational concepts fit with the theory of change of the project, including the institutional approach to influence structural relations and empower migrant women. Additionally, to the extent possible, the analysis and synthesis of primary data was grounded in the theoretical paradigm of Intersectionality: studying, understanding and responding to the ways in which gender intersects with other identities (such as sex, class, ethnicity, age, religion) and how these intersections contribute to unique experiences of oppression and/or privilege.

Coding and Triangulation

The evaluation analysed qualitative data by coding qualitative comments and systematically allocating them to corresponding evaluation questions. Evidence was cross-referenced and triangulated between multiple lines of enquiry to validate evaluation findings and to ensure that an array of voices had been taken into consideration in the development of each finding.

V. Validation, Presentation and Dissemination

Validation

During the evaluation, key stakeholders had several opportunities to actively contribute towards the review and validation of evaluation findings. Firstly, at the end of each interview and focus group discussion, the evaluators reviewed with the stakeholders the most important key points from the discussion. Stakeholders then had the option to express these key points or any other issues through a video recording, which will be used to create a final 2-mintue video highlighting the most important findings and recommendations from the evaluation.

Secondly, the ERG consisting of project stakeholders has the opportunity to review the first and second versions of the draft report and provide feedback to the ET. Once the second version of the draft report is written, a stakeholder validation meeting will take place where stakeholders can review, provide feedback, and validate the evaluation findings and recommendations.

Presentation

The evaluation findings and recommendations are presented in this draft report. In addition to this report, the ET will create two communications products to help share evaluation findings and recommendations with project stakeholders. There will also be a One-Page Summary document that highlights the primary findings and recommendations. This will be presented in a visually appealing format with limited text in order to facilitate stakeholders with the translation of the document into local languages. The second product will be an English-language short video no longer than 2 minutes that highlights the evaluation's primary findings and recommendations. Video footage has been collected through KIIs and FGDs during on-site visits in Thailand and Myanmar, and Skype interviews with stakeholders located in other countries. At the end of each KII and FGD, the evaluators recapped key discussion points and provided stakeholders with an opportunity to create a video recorded message to highlight key points for the summary video. This was a way to directly capture the voices of stakeholders and facilitate their dissemination.

Dissemination

During the Stakeholder Inception Meeting, stakeholders expressed an interest in translating the One-Page Summary into local languages so that stakeholders at the local level can benefit from the evaluation findings and recommendations. Stakeholders also identified an interest in working with their partners to embed the One-Page Summary on the websites and social media platforms of the project partners.

VI. Ethics

The evaluation approach conforms to the ethical principles described in the United Nations Evaluation Group (UNEG) Ethical Guidelines for Evaluation (2008). The evaluation is grounded on basic principles of utility and necessity. The evaluation is guided by utility in that it responds directly to the purposes of evaluating the Project **Preventing the Exploitation of Women Migrant Workers in ASEAN,** as specified in the ToRs. As such, all processes and products are designed to achieve the evaluation objectives. Furthermore, the evaluation approach is grounded in necessity in that it is designed and implemented with the expectation of drawing key lessons learned and best practices from the Project in order to make decisions on the future direction and design of the Project and ensure that the initiative has a lasting impact on the involved ASEAN members. The principle of necessity guarantees that the evaluation is conducted in a way that minimizes disruption, invasion of privacy and exposure to risks of participants. All efforts have been undertaken to ensure the evaluation is conducted efficiently and makes proper use of time and resources available. The evaluation approach is further grounded in ethical principles defined in the UNEG Guidelines that fall under three broad categories: obligations of evaluators, obligations to participants, and the evaluation process and product. The principles within each category are presented in annex N.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **83**

ANNEX J: LIST OF DOCUMENTS REVIEWED AND BIBLIOGRAPHY

Documents Reviewed

- Project Document

- Progress Report January – December 2015

  o Annexes:

    - 90903 SEA Migration First (Jan - Dec 2015) to Australia - approved budget

    - 90903 SEA Migration First (Jan - Dec 2015) to Australia – summary

    - 90903 SEA Migration First (Jan - Dec 2015) to Australia - IFR Dec 2015

    - 90903 SEA Migration First (Jan-Dec 15) to Australia - cover letter

    - Annex A. Profiles of Migration Team

    - Annex B. 8th AFML Recommendations

    - Annex C. AFML Agenda

    - Annex D. IOM X Domestic Workers Drama Project Update

    - CFS 2015-Australia 00055 90903

- Progress Report January – December 2016

  o Annexes:

    - Annex A: Training on Ethical Recruitment and Gender Sensitive Protection of Women Migrant Workers in Cambodia, Myanmar, and Viet Nam (full report available upon request).

    - Annex B: Communications Support Report International Migrants Day

    - Annex C: AEC Report Launch Outreach Report

    - Annex D: Media Publications and Videos (links to the products)

    - Annex E: Cover Letter

    - Annex F: Interim Donor Report December 2016

- Semi-Annual Report January – June 2017

  o Annexes:

    - Annex A: Joint UNW ILO Study Worker Helper Auntie Maid

    - Annex B: Summary of the Review of VAMAS COC and Monitoring Tool

    - Annex C: TORS for Scoping Study

    - Annex D: National Multi-Stakeholder Consultations Report

    - Annex E: ASEAN CSO Consultation Report

    - Annex F: Key Issues and Recommendations for AFML

- Results and Resources Framework (Project Logframe)

- Country-specific documents about activities in Myanmar and Thailand

- Training on Ethical Recruitment and Gender Sensitive Protection of Women Migrant Workers in Cambodia, Myanmar, and Viet Nam

- Donor Report for June 2017

- Scoping Study on Strengthening the Protection and Empowerment of Women Migrant Workers in Crisis and Disaster Situations

- Study on Women Migrant Workers in the ASEAN Economic Community

- Report: Protected or put in harm's way? Ban and restrictions on women's labour migration in ASEAN countries

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- An ASEAN Community for All: Exploring the Scope for Civil Society Engagement, Friedrich-Ebert-Stiftung, Office for Regional Cooperation in Asia (2011)

- New Perspectives on Civil Society Engagement with ASEAN, Eduardo C. Tadem, published by Heinrich Böll Foundation (2017)

Documents that were not available

* The following documents were not available by the time of the evaluation:

- M&E Data

- Donor Report for December 2017

- Semi-Annual Progress Report for December 2017

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 85

ANNEX K: LIST OF STAKEHOLDERS CONSULTED

No.	Name	Organization	Sex	Country	Evaluation Method
1	Anna OLSEN, Ms.	International Labour Organization	Female	Regional	KII In person
2	Daw Ohnmar MYINT	Thu Kha Su San Oversea Employment Agency Co.Ltd	Female	Myanmar	Open letter
3	Daw Htwe Htwe THEIN	Head of Migration Department, CTUM	Female	Myanmar	Open letter
4	Jean DCUNHA, Ms.	UN Women Myanmar	Female	Myanmar	KII In person
5	Socheath HENG, Mr.	UN Women Cambodia	Male	Cambodia	Open letter
6	Sokcha MOM, Mr.	Legal Support for Children and Women (LSCW)	Male	Cambodia	KII Skype
7	Tara DERMOTT, Ms.	IOM-X	Female	Regional	KII Skype
8	Tingthong PHETSAVONG, Mr.	Consultant, UN Women	Male	Regional	Open letter
Participants from UN Women ROAP					
9	Anna-Karin Jatfors , Ms	UN Women ROAP	Female	Regional	KII Skype
10	Sukanya Thongthumrong, Ms.	UN Women ROAP	Female	Regional	KII Skype
11	Somjai Noohuang, Ms.	UN Women ROAP	Female	Regional	Open Letter
ASEAN Secretariat					
12	Mr. Vongthep Arthakaivalvatee	ASEAN Secretariat Deputy Secretary-General of ASEAN for ASEAN Socio-Cultural Community	Male	Regional	Open Letter
13	Ms. Mega Irena	ASEAN Secretariat. Assistant Director Labour & Civil Service Division	Female	Regional	Open Letter
14	Ms. Pitchanuch Supavanich	ASEAN Secretariat, Senior Officer Labour & Civil Service Division	Female	Regional	Open Letter
15	Ms. Sarah Choirinnisa	ASEAN Secreatariat, Technical Officer, Labour & Civil Service Division	Female	Regional	Open Letter

	Name	Organization	Sex	Country	Evaluation Method
	MYANMAR CASE STUDY				
16	Ms. Melanie Hilton	Research Consultant, Un Women	Female	Myanmar	KII Skype
17	Ms. Jackie Pollock	Chief Technical Advisor, ILO	Female	Myanmar	Open letter
18	Ms.Grazia Redolfi	Consultant on GBV with UN Women (2016-2017)	Female	Myanmar	KII Skype
19	Ms. Phyo Thu Nandar Aung	National Program Officer	Female	Myanmar	KII in person
20	Mr. Zaw Myo Myint	Project focal point from MOEAF	Male	Myanmar	KII in person
21	Ms. Daw Thet Thet Aung	Director/ Former Head of Department of Labour Migration, Future Light Center Organization	Female	Myanmar	KII Skype
22	Ms. Daw Khin Nway Oo	Deputy Director General, Department of Labour	Female	Myanmar	KII in person
23	Ms. Daw Susanna Hla Hla Soe	Member of Parliament (Upper House)	Female	Myanmar	KII in person
24	Ms. Daw Htwe Htwe	Head of Department, Migrant, Child Labour and Domestic Worker Department, CTUM	Female	Myanmar	Open letter
25	U Tun Tun Lwin	Programme Coordinator, MWRN	Male	Myanmar	Open letter
26	Wai Hnin Po	National Project Coordinator ILO Myanmar	Female	Myanmar	KII in person
27	Htay Htay Yu San	Director, Kaung Luck San Local & Overseas Employment Agency	Female	Myanmar	FGD
28	Ms Me Me Zan	Managing Director, Moe Man Services, Recruitment Agency	Female	Myanmar	FGD
29	Ms. Khin Myint Yee	Deputy Managing Director, All Access Myanmar, Recruitment Agency	Female	Myanmar	FGD
30	Ms. Sabal Kyi Thein	Managing Director, IMCM Company Ltd, Recruitment Agency	Female	Myanmar	FGD
31	Mr. Aik Lyan	Myanmar Overseas Employment Agencies Federation (MOEAF)	Male	Myanmar	FGD
32	Mr. Soe Soe Hlaing	MOEAF	Male	Myanmar	KII in person
33	Kya Zaw	Libra Life Co.Ltd, Recruitment Agency	Male	Myanmar	FGD

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **87**

ANNEX L: DATA COLLECTION TOOLS

Protocols for Key Informant Interviews

The following table lists questions that facilitated the collection of relevant information from key informants participating in interviews. Actual interviews protocols used by the evaluation team were drawn from the contents of this table. These protocols include the main question for each criterion and are aimed at guiding the discussion. Further sub questions identified in the Evaluation Matrix are considered prompt questions and were also included when relevant. These protocols enabled the collection of relevant information from various categories of key informants participating in interviews carried out by the ET; questions will vary based on the category of key informants interviewed. When developing these detailed protocols, the evaluation team will put special care into adapting the language to recipients and situations, and into customizing questions to refer to specific aspects of the Project in which informants are directly involved.

Category of Informants [note]

Statement or Question	Project Staff from UN Women	International Labour Organisation (ILO)	National Government Representatives	Australian Department of Foreign Affairs and Trade (DFAT)	NGOs, CSOs, Regional Migrant Networks, Youth Networks, Women's Networks, and Domestic Worker Networks	Members of Recruitment Agencies in Myanmar, Cambodia, Vietnam, and Laos	Others
Hello, my name is *[name of facilitator]*, and I am here today to discuss the project "Preventing the Exploitation of Women Migrant Workers in ASEAN." Firstly, we would like to thank you for the time you are giving us so we can better understand how you perceive the project. We have been asked to look at the project to draw lessons that could help improve the project in the future. Your opinions are important to help us draw these lessons. Please note that what you say will remain strictly confidential. *[Ask if the person has questions before beginning and receive consent to participate]*.	●	●	●	●	●	●	
A. **Introductions**							
A.1 Please tell us about your roles and responsibilities in this project?	●	●	●	●	●	●	
B. **Relevance**							
B.1 To what extent did the project meet the needs of beneficiaries?	●	●			●	●	●
B.3 Do local stakeholders (migrant workers, community members, recruitment agencies, etc.) support the project's mandate? How so?	●	●	●		●	●	●
B.4 To what extent were the project objectives aligned with stakeholder priorities and international norms and standards?	●	●	●		●	●	

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 89

	Statement or Question	Category of Informants [note]						
		Project Staff from UN Women	International Labour Organisation (ILO)	National Government Representatives	Australian Department of Foreign Affairs and Trade (DFAT)	NGOs, CSOs, Regional Migrant Networks, Youth Networks, Women's Networks, and Domestic Worker Networks	Members of Recruitment Agencies in Myanmar, Cambodia, Vietnam, and Laos	Others
C.	Effectiveness							
C.1	To what extent did the project attain identified results and meet expectations?	●	●					
C.2	What are the key successes and challenges that the project experienced and what are the factors underlying them?	●	●					
C.3	How could the project and implementation modalities be improved to achieve greater results?		●	●		●	●	●
C.4	Did the project generate any unexpected results (either positive or negative, direct, or indirect)? If so, which ones?		●			●	●	●
D.	Efficiency							
D.1	How efficiently did the project achieve results?	●	●	●			●	
D.2	How efficiently did the project work with partners and stakeholders?		●	●		●	●	●
E.	Sustainability							
E.1	To what degree will project results likely be sustainable?	●	●	●		●	●	
E.2	What future work is required to sustain project results?	●	●	●	●	●	●	
F.	Potential for Impact							
F.1	What potential impact does it seem likely that the project will generate?	●	●	●		●		

Statement or Question	Category of Informants [note]						
	Project Staff from UN Women	International Labour Organisation (ILO)	National Government Representatives	Australian Department of Foreign Affairs and Trade (DFAT)	NGOs, CSOs, Regional Migrant Networks, Youth Networks, Women's Networks, and Domestic Worker Networks	Members of Recruitment Agencies in Myanmar, Cambodia, Vietnam, and Laos	Others
F.2 What key opportunities exist for project results to leave a lasting impact at the local and regional levels? What future work is required to facilitate project impact?	●	●	●	●			
F.3 What key opportunities exist for project results to be leveraged or scale-up to obtain a larger impact at the regional level?	●	●	●	●			
G. **Human rights, equity, and gender equality**							
G.1 To what extent did the project integrate human rights, equity, and gender equality principles in the design and implementation of the project?	●	●	●	●	●	●	●
H. **Closing words**							
Is there anything else you would like to raise?	●	●	●	●	●	●	●
Thank you for taking some time for this interview, it is truly appreciated.							

● Note: Categories of informants include: project managers (UN Women); International Labour Organisation (ILO), DFAT, national government representatives in Thailand and/or Myanmar involved in the project or who have been influenced by project results (including representatives from the Myanmar Ministry of Labour); NGOs, CSOs, regional migrant networks, youth networks, domestic worker networks, and women's networks (including ASEAN Women's Caucus, Red Cross (IFRC), Migrant Forum Asia, CARAM Asia); members of recruitment agencies in Myanmar, Cambodia, Vietnam, and Laos; others (members of trade unions who have been implicated in the project; employers and employer federations who have been involved in the project or who have been impacted by the project results; academic partners; and media partners).

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 91

Protocols for Focus Group Discussions

- Discussions may at times be in a mother tongue or local language to put participants at ease. A translator should be provided when necessary.

- To encourage discussion, participants may be asked to express themselves individually and/or in groups using a range of techniques.

Area	Questions and probes
Opening words	
Hello, my name is _____. I am very happy to be here with you today to discuss with you about the project "Preventing the Exploitation of Women Migrant Workers in ASEAN." Today we are going to have a short discussion about your experiences and opinions about the project. This is not a test and everyone's answers are correct. We are here to learn from you. Does everyone understand? We will be taking notes to better remember your ideas. No one else is going to hear your answers except us. What you say will not be shared with anyone and will remain private. We hope that you will feel comfortable to speak freely and honestly about your experiences. Additionally, we will also be producing a summary video for this evaluation where we would like to include the voices of those of you who would like to participate. If some of you would like to participate in this video, please let us know at the end of the session. Is everyone okay with this? Since everyone's opinion is important, we need to make sure that everyone gets the chance to speak. You do not need to raise your hand, but we can all take turns. You are not forced to participate. It is your choice. Also, if you do not want to answer a question, you do not need to. But we do hope that you will because your opinions are very important. [Ask if anyone has any questions before beginning]. Is everyone ready to begin?	
Discussion	

Introductions	First, we are going to get to know each other a bit better. Please tell us your name, the organization you belong to, as well as your stake in this project. [Each participant introduces herself/himself.]	
Relevance of the Project	1.	To what extent did the project meet the needs of beneficiaries?
	2.	What are the most pressing needs of the project beneficiaries and how successfully did the project meet those needs?
	3.	How relevant was the design of the project (including its objectives) in meeting the needs of beneficiaries?
	4.	Are there other important needs that could not be addressed under the current project framework?
	5.	Did the project target the correct beneficiaries?
	6.	Did the project target those rights holders who were most in need of the project?

Area		Questions and probes
	7.	Were there any rights holders that were not targeted and who should have been targeted as part of this initiative?
	8.	To what extent did the project use a transparent and participatory process to identify project beneficiaries?
	9.	Do local stakeholders (migrant workers, community members, recruitment agencies, etc.) support the project's mandate? How so?
	10.	Can local stakeholders clearly identify the short and long-term benefits of the project?
	11.	Do local stakeholders actively demonstrate support for the project?
	12.	What are the views and experiences of different groups of local stakeholders (women migrant workers, male migrant workers, family and community members, vulnerable youth, trafficking victims, etc.), regarding the project?
	13.	To what extent were the project objectives aligned with stakeholder priorities and international norms and standards?
	14.	To what extent were the project objectives aligned with the priorities and strategies of ASEAN governments?
	15.	To what extent is the project aligned with UN Women's corporate and regional strategic plans?
	16.	To what extent is the project aligned with international norms and standards regarding women's rights and international migration?
Effectiveness	17.	To what extent did the project attain identified results and meet expectations?
	18.	To what extent were the project's outputs and outcomes successfully achieved?
	19.	Apart from project results, what expectations did stakeholders have of the project and was the project successful in meeting those expectations?
	20.	To what extent was the project design and implementation strategy effective at achieving desired results?
	21.	What are the key successes and challenges that the project experienced and what are the factors underlying them?
	22.	How could the project and implementation modalities be improved to achieve greater results?
	23.	Did the project generate any unexpected results (either positive or negative, direct, or indirect)? If so, which ones?
Efficiency	24.	How efficiently did the project achieve results?
	25.	To what extent has the project used the least costly resources possible to achieve project results? What is the value for money ratio?
	26.	What factors contributed to or hindered project efficiency?
	27.	How well has the project's monitoring and evaluation system provided accurate, timely, and equity and sex disaggregated information to inform decision-making?
	28.	How efficiently did the project work with partners and stakeholders?
	29.	To what extent has the joint Project allowed the UN to work in a more coordinated manner with UN and non-UN partners?
	30.	How well has the project synergized with other UN initiatives?
	31.	To what extent has the project fostered stakeholder cooperation and assisted stakeholders in developing new or existing partnerships?
	32.	What were the strengths and weaknesses of the project's working relationship with ASEAN governments and mechanisms?
	33.	What has been learned about what works well?
	34.	What could be improved for the future?
	35.	Has the project revealed any key entry points to further develop a constructive working relationship between UN Women and ASEAN governments?

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 93

Area		Questions and probes
Sustainability	36.	To what degree will project results likely be sustainable?
	37.	What systems, if any, have been put in place to ensure the sustainability of the project or its results?
	38.	What are the primary factors affecting the probability that project results will continue to have a lasting effect upon project completion? (includes risks to sustainability).
	39.	What is the likeliness that stakeholders including the governments, ASEAN bodies and CSO's will take the project forward?
	40.	What is the level of interest from ASEAN states in the project?
	41.	What interest has the project generated through the community outreach and mobilization strategies?
	42.	What future work is required to sustain project results?
Potential for Impact	43.	What potential impact does it seem likely that the project will generate?
	44.	What direct or indirect changes has the project achieved that will likely contribute to preventing the exploitation of women migrant workers and other beneficiaries in the ASEAN region?
	45.	What key opportunities exist for project results to leave a lasting impact at the local and regional levels? What future work is required to facilitate project impact?
	46.	What key opportunities exist for project results to be leveraged or scale-up to obtain a larger impact at the regional level?
Human Rights, Equity, and Gender Equality	47.	To what extent did the project integrate human rights, equity, and gender equality principles in the design and implementation of the project?
	48.	What inequities exist between women and men migrant workers and how did the project design and implementation address these inequities?
	49.	To what extent were rights holders and duty bearers involved in the design and management of the project?
	50.	What degree of participation did stakeholders have in the project design and implementation?
	51.	To what extent did the project serve the most vulnerable and marginalized women migrant workers?
Recommendations		
Recommendations	52.	What recommendations do you have to improve the program?
Closing words		
Thank you for being a part of this discussion, it is truly appreciated.		

Open Letter

Dear Colleague,

UN Women has commissioned an evaluation of the Project *Preventing the Exploitation of Women Migrant Workers in ASEAN.* To conduct this evaluation, UN Women has selected the firm ImpactReady (www.impactready.org), which is a social purpose partnership that works on evaluation, programme design and social enterprise.

We would like to invite you to participate in the evaluation. This is an opportunity to share your views and experiences to strengthen future work on advancing the rights of women migrant workers. Your participation is key to improve future initiatives.

At this point, we would like to invite you to either participate in a 45-minute **Skype discussion** with a member of the evaluation team **or** kindly send us a **short letter** telling us about your experience with the project, its strengths and weaknesses, and what you would like to see done in the future.

If you would like to participate in a Skype discussion with a member of the evaluation team, please kindly reply to this e-mail indicating your preferred date and time for a meeting. Due to time constraints, we are required to conduct the Skype meeting before **Friday January 19th, 2018.**

If you would prefer to submit an open letter, please kind reply to this email with your letter prior to **Friday January 19th, 2018**.

Please note that information you provide to the evaluation team either through a Skype discussion or through an open letter will remain entirely **confidential** and your feedback will be used by the evaluation team to develop recommendations for future programming.

If you choose to submit an open letter, you may wish to have a discussion with members of your organization or rights holders who you have worked with as part of this project to help you create the letter. Below we have identified some questions that you may wish to discuss in your letter:

Guiding Questions

- How were you involved in the project?
- What results did you witness from the project?
- Did the project meet your expectations?
- What are the project's strengths and weaknesses?
- Did the project help protect women migrant workers? How could the project have been improved?
- Did the project succeed at building relationships and partnerships? Please explain.
- Will the results of the project likely be seen in the future? Please explain.
- What else needs to be done to protect the rights of migrant women workers?

It is very important for this evaluation to capture your most honest feedback on in order to improve future initiatives to advance the rights of women migrant workers.

If you have any questions or comments, you can reach us:

By email at Katherine@impactready.org

Or through our evaluation Facebook Page.

Thank you very much for your time and participation in this evaluation.

Sincerely,

The Impact Ready Team.
Katherine Garven;
Fernando Garabito; and
Joseph Barnes

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **95**

ANNEX M: EFFECTIVENESS RATING

Planned Results	Targets/Indicators	Status
Outcome 1: ASEAN Member countries have benefited from the improved access to gender-sensitive evidence and knowledge to prevent exploitation of women migrant workers and promote their rights.	At least 3 states.	This outcome was achieved. Knowledge products were produced and shared with ASEAN governments. In some cases, the knowledge products have contributed to changes or potential changes in policy (i.e. in Cambodia a domestic worker ban was listed and the Myanmar government is planning to pilot a lifting of the ban). Further work can be done to disseminate knowledge products to partners and CSOs, and longer-term programming is required to see more concrete changes in ASEAN government policies.
Output 1.1: New knowledge and evidence on gender-responsive and rights-based practices to prevent exploitation of women migrant workers are generated to influence policies and regulatory frameworks	1.1.1 Three (3) Research Studies 1.1.2 Policy Brief Series on Women Labour Migration in ASEAN. 1.1.2 Information disseminated through online and in-person launch events.	Output Met Three (3) Research Studies were commissioned along with 5 policy briefs. The 3 studies were shared through online and in-person launches. A tool entitled "Gender on the Move" developed by UN Women and the Training Center in Santo Domingo was culturally adapted for cultures in Southeast Asia.

Planned Results	Targets/Indicators	Status
Output Indicator 1.1.1 Number of evidence-based research, policy instruments and knowledge products on women migrant workers' rights	1.1.1 Conduct study on employment and working conditions of migrant domestic workers and employers' attitudes to migrant domestic workers, as compared to standards in ILO Convention 189, in two countries. 1.1.1 Commission a paper on Protectionist Policies and impact on women migrant workers 1.1.1 Conduct research studies to address the impact of Asean economic integration on women & Women migrant workers in ASEAN. 1.1.1 Develop institutional capacity building materials on migration, gender and development for government ministries, CSOs and ASEAN bodies. 1.1.2 Develop series of policy briefs to address the exploitation of WMW and protection of their rights.	1.1.1 UN Women and the International Labour Organization (ILO) published a joint study entitled "Worker helper, auntie, maid? Working conditions and attitudes experienced by migrant domestic workers in Thailand and Malaysia". 1.1.1 In February 2017, UN Women partnered with MOLIP on initiating a joint research entitled "Impact of protective policies for Myanmar Migrant Domestic Workers in Thailand and Singapore: Strengthening protection through the Myanmar National Strategic Plan for the Advancement of Women (2013 -22), CEDAW and the SDGs". 1.1.1 "Myanmar Domestic Workers – Driving Development at Home and Broad" published in June 2017. 1.1.1. UN Women and ILO published a joint study entitled "Protected or put in harm's way?". The findings of this study will contribute to a mapping of restrictions on women migrants in the region, particularly bans on migration for domestic work Myanmar and Cambodia. 1.1.1 Study: "Projected Gender Impact of the ASEAN Economic Community" 1.1.1 Research Study "Impact of ASEAN Economic Community on Migrant Women Workers". 1.1.1 A tool entitled "Gender on the Move" developed by UN Women and the Training Center in Santo Domingo was culturally adapted for cultures in Southeast Asia. 1.1.2. UN Women created five policy briefs on the projected Impact of the ASEAN Economic Community on Women Migrant Workers, which were developed in 2016, at high level events and meetings.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 97

Planned Results	Targets/Indicators	Status
Output Indicator 1.1.2 Virtual and physical platforms created for disseminating knowledge and newly generated evidence and tools.	1.1.5 Virtual online launches and UN Women website dedicated to disseminating newly generated knowledge and evidences 1.1.6 Physical launch event to disseminate the new evidence and knowledge to ASEAN ministries, CSO partners, senior officials of ASEAN agencies	1.1.5 Social Media Campaign to share the findings of the study "Projected Gender Impact of the ASEAN Economic Community". The findings of the report were used to develop a series of infographics and social media content for a two-week launch period beginning on 29 July 2016. 1.1.5 Virtual media launch of the research study on "Projected Gender Impact of the ASEAN Economic Community" in July 2016. 1.1.5 The study "Protected or put in harm's way? Ban and restrictions on women's labour migration in ASEAN countries" was launched online through an ILO press release and a social media campaign on International Domestic Worker's Day, 16 June 2017. 1.1.6 The launch of the study "Worker, helper, auntie, maid" was organized jointly with the Asian Research Center for Migration on "Harmonizing Migration Networks: In search of Inclusive and Sustainable Solutions", organized at Chulalongkorn University on 20 December 2016. Additionally, the study was shared at a national round table organized by UN Women Cambodia Office on 31 March 2017 with 62 participants (38 women). In addition, the ILO in partnership with North-South Initiative and Asosyon ng mga Makabayang Manggagawang Pilipino Overseas Malaysia3, organized a 'Presentation and workers' discussion' for 120 participants on this study in Kuala Lumpur, Malaysia on 18 June 2017. 1.1.6 UN Women disseminated five policy briefs on the projected Impact of the ASEAN Economic Community on Women Migrant Workers, which were developed in 2016, at high level events and meetings. 1.1.6. The "Myanmar Domestic Workers – Driving Development at Home and Abroad" was shared with the Myanmar government.
Output 1.2: Recruitment agencies have increased access to knowledge, resources and skills to prevent the exploitation of women migrant workers	1.2.1 Number of recruitment agencies who report increased awareness of gender-responsive recruitment 1.2.2 No of Recruitment agencies and staff oriented to gender responsive PDTC and ethical recruitment	New partnerships were formed between UN Women and recruitment agencies and initial work was done to increase access to knowledge, resources, and skills to prevent the exploitation of women migrant workers. The VAMAS recruitment agency has more gender sensitive knowledge on its code of conduct and recruitment agencies in Vietnam, Cambodia, and Vietnam have an increased appreciation for gender sensitivity within their pre-departure training curriculum.

Planned Results	Targets/Indicators	Status
Output Indicator 1.2.1 One Code of Conduct assessed	1.2.1 Review the effectiveness and gender- sensitivity of the Vietnam Association of Manpower Supply (VAMAS) Code of Conduct and Monitoring Tool in Vietnam	In April, UN Women and ILO reviewed the effectiveness and gender responsiveness of the Vietnam Association of Manpower Supply (VAMAS) code of conduct and monitoring tools and proposed revisions. The final draft report was submitted in June 2016.
Output Indicator 1.2.2 Delivery of one PDTC assessed	1.2.2 Assessment of the gender responsiveness of the delivery of the (PDTC, ILO) Pre-Departure Training curricula and ethical recruitment training (in Cambodia, Myanmar and Vietnam)	UN Women assessed the delivery and gender-sensitivity of standardized pre-departure training curriculum (PDTC) and provided ethical recruitment training. UN Women developed a standardized checklist to assess the gender sensitivity of PDTC.
Output Indicator 1.2.3 At least 3 agencies targeted	Agencies targeted in Vietnam, Cambodia, and Myanmar	Agencies in Vietnam, Cambodia, and Myanmar were targeted.
Outcome 2: ASEAN Mechanisms advocate for preventing exploitation of women migrant workers at the regional and national levels.	Two (2) ASEAN regional processes are influenced to inform policies for preventing exploitation of women migrant workers at the regional and national level. One report/recommendation/ material to protect the rights of women migrant workers is produced by ASEAN bodies.	Two ASEAN regional processes are better equipped to advocate for preventing the exploitation of women migrant workers: 1) The AFML recommendations are more gender sensitive and include the perspectives of CSOs; and 2) The 2016 – 2020 work plan of the ASEAN Committee on Migrant Workers (ACMW) includes initiatives to better understand the situation of women migrant workers in ASEAN. Under the collaboration with ACMW, UN Women created two researches 1) Study: "Projected Gender Impact of the ASEAN Economic Community", 2) Research Study "Impact of ASEAN Economic Community on Migrant Women Workers" to examine how expansion in regional trade and economic integration impacts women in the ASEAN and to shed new lights on intra-ASEAN migrant women's labour mobility trends and the challenges of social and economic inclusion. These products are two out of six researches/studies mentioned under output 1.1. Additionally, UN Women partnered with ASEAN Committee on the Promotion and Protection of the Rights of Women and Children (ACWC) to create the research studies entitled "Strengthening the Protection and Empowerment of Women Migrant Workers in Crisis and Disaster Situations", which were used by ASEAN mechanisms to advocate for the rights of women migrant workers. While important initial progress has been made in achieving this outcome, there is room to continue building the capacities of ASEAN Mechanisms to advocate for the rights of women migrant workers.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **99**

Planned Results	Targets/Indicators	Status
Output 2.1: ASEAN mechanisms have increased understanding of policies and processes that address exploitation of women migrant workers.	2.1.1 Progress Reports 2.1.2 At least three high-level regional dialogues involving ASEAN officials	ASEAN mechanisms gained an increased understanding of policies and processes that address exploitation of women migrant workers through three high level dialogues convened by UN Women, which include: One ASEAN-level workshop and two Inter-Pillar Dialogue sessions.
Output Indicator 2.1 Number of ASEAN mechanism dialogues/events to advance policy discussion and advocacy to prevent exploitation of women migrant workers supported by UN Women.	2.1.1 Consultations/Meetings with ACMW on promoting rights of women migrant workers within the member states. 2.1.2 Organize one regional high-level event to promote a comprehensive regional approach to preventing exploitation of women migrant workers among ASEAN Member States. 2.1.3 Organize ASEAN inter-pillar dialogue/ regional dialogues on the Impact of ASEAN integration on gender and labour markets and use of evidenced based recommendations to prevent exploitation of women migrant workers	2.1.1 The Asian Committee on Migrant Workers (ACMW) work plan for 2016–2020 includes initiatives to better understand the situation of women migrant workers in ASEAN. 2.1.2 The ASEAN-level workshop was organized on 26 May 2017 in Manila, the Philippines, on the Implementation of the Framework Instrument and the Global Compact on Safe, Orderly and Regular Migration. 2.1.3 In March 2016, UN Women supported the ASEAN Socio-Cultural Community (ASCC) to organize the "ASEAN Inter Pillar Policy Dialogue on the Impact of ASEAN Economic Integration in Labour Sector", to bring together the economic, labour and women's ministries to consider ways to harmonize policies to close gender gaps in labour markets (this was done with the Government of Malaysia). 2.1.3 The second inter-pillar dialogue led by the ASEAN Social Cultural Community Department took place on 7 July 2017 in Jakarta, Indonesia. UN Women effectively engaged with the ASEAN Secretariat and select ASEAN bodies including ACMW in taking forward concerns of women migrant workers in ASEAN to host an inter-pillar dialogue and the launch of the second joint UN Women/ASEAN/FES research study "Women Migrant Workers in the ASEAN Economic Community" in the realm of ASEAN economic integration. 2.1.3 A research study entitled "Strengthening the Protection and Empowerment of Women Migrant Workers in Crisis and Disaster Situations" was developed by UN Women and ASEAN bodies.
Output 2.2: Civil society organizations working with and for women migrant workers are able to effectively advocate with ASEAN Member States and ASEAN institutions, to promote and protect the rights of women migrant workers	2.2.1 Number of regional platforms that are open to ASEAN institutions/Member States and civil society. 2.2.2 Number of civil society organizations and/or MW networks participating in training courses supported by UN Women and its partners	UN Women supported CSOs in participating in AFML sessions through a Task Force on ASEAN Migrant Workers, providing CSOs with a voice to provide inputs and recommendations on how best to protect women migrant workers. Additionally, some training to CSOs about the material "Gender on the Move" was conducted in 2015.

Planned Results	Targets/Indicators	Status
Output Indicator 2.2.1 Evidence that civil society's recommendations are presented addressing the concerns of women migrant workers in the presence of ASEAN and/or its Member States.	2.2.1 Support participation and representation of women migrant workers at regional fora like the AFML to include their concerns in policy making. 2.2.3 Organize and facilitate civil society's access to advocate with key ASEAN institutions.	2.2.1 and 2.2.3 UN Women is now an active member of the Coordination Committee of the ASEAN Forum on Migrant Labour (AFML) and contributes to the agenda setting and thematic planning for the AFML sessions. In November 2016, UN Women supported the participation of women representatives relevant CSOs to participate in AFML through the Task Force on ASEAN Migrant Workers. The project supported the women representatives' participation in the national consultations and the AFML proceedings, hence elevating women's voices.
2.2.2 One training course for national Output Indicator 2.2.2 NGOs and civil society organizations resulting in key action plans to engage with ASEAN to prevent the exploitation of women migrant workers and promote their rights	2.2.2 Conduct a training course focusing on Gender, Migration and Rights for selected CSOs in the ASEAN region.	2.2.2 Training to CSOs about the material "Gender on the Move" was conducted in 2015.
Outcome 3: Enhanced social mobilization to improve actions to prevent exploitation of women migrant workers.	At least 2 social mobilization initiatives and/or campaigns initiated to increase knowledge and capacity of migrant worker organizations, CSOs and youth networks to enable influencing social norms and actions to prevent exploitation of WMWs in ASEAN.	This outcome was achieved through several communication campaigns. While the Project produced several awareness raising campaigns against WMWs' exploitation, it is unclear to what extent the youth, women's organizations and migrant networks have seen their capacities increased beyond the realm of these activities.
Output 3.1: Youth, women's organizations and migrant worker networks have increased capacity to conduct campaigns and advocacy for prevention of exploitation of women migrant workers.	3.1.1 Number of awareness-raising tools and resources for prevention of exploitation of women migrant workers, targeting youth and networks of women migrant workers in ASEAN countries developed.	The Project both produced and supported a large number of awareness-raising tools and resources for the prevention of exploitation of WMWs. Seven of these were developed in 2016, while in the 2017 period progress was reportedly slower and further discussion is needed as to the key priority strategies. Whether or not the capacities of these organisations have been increased beyond the activities listed is not clear.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 101

Planned Results	Targets/Indicators	Status
Output Indicator 3.1.1 Campaigning and advocacy efforts taken forward in at least 3 countries	3.1.3 Awareness raising activities and campaigns on safe migration, human trafficking, and promoting basic human rights conducted for youth and potential migrant women at the National level 3.1.5 Pilot innovative methods including social media, ICT to promote merits of safe migration and positive image building of women migrant workers in the region. 3.1.6 Develop and produce video content for on-air and online broadcast in ASEAN region to raise awareness on preventing the exploitation of women migrant workers	3.1.3 During the Bangkok HeForShe Arts Week Campaign (8-15 March 2017) the project supported two events to promote and protect the rights of women migrant workers and focus on celebrating the migrant women. In March 2017, there was a photo exhibition on "Modern Slavery" by Xyra Cruz Bacani, a Filipinas street photographer, with a talk/presentation session on labor trafficking to raise public awareness. The screening of the film "Desert Flower" (the biography of Waris Dirie, a Somalian, who became the UN spokeswoman against female genital mutilation) took place, followed by a panel discussion on migrant workers and violence. 4,000 people attended this event. 3.1.5 In 2016, seven awareness raising tools and resources on protection of women migrant workers developed. Some examples are the collaboration with Saphan Siang YA Programme, which aims at integrating migrant communities in Thailand into Thai society and promoting a greater understanding between Thai citizens and migrant workers. The Project used Saphan Siang Facebook page to promote online campaigns on public awareness about migrant workers online in Thailand. Also, in 2015, the Project collaborated with Saphan Siang Youth Ambassadors (YA) by allowing 8 YAs from across Thailand to attend the Capstone graduation event of the second round of YAs In Cambodia, an interactive voice response platform for regular mobile phone to enable Cambodian domestic workers and their networks to share information on health and psycho-social services; 3.1.6 In 2016, video content to raise awareness on preventing the exploitation of women migrant workers in the ASEAN region. Also, in May 2016, the Project partnered with IOM-X in the launching event of IOM Open Doors: An IOM X Drama at its Happy Home Press Launch in Central Jakarta. Over 250 people attended, including 44 journalists and 80 domestic workers. This was a video that encourages best practices for employers to help reduce the exploitation of domestic workers by highlighting the benefits of a positive working relationship between employers and employees, and the positive contributions the workers bring to the ASEAN community. The event generated 196 news articles and television broadcasts, reaching a potential 49.7 million people globally, with an estimated PR value of US$637,932. As a result of the IOM X Happy Home Press Launch, over 8 million unique users were reached online with information about the exploitation of domestic workers of which 267,782 took an action to support the campaign.

United Nations Entity for Gender Equality and Women's Empowerment (UN Women)

Planned Results	Targets/Indicators	Status
Output Indicator 3.1.2 Number of countries that establish peer to peer support networks of women migrant workers to raise awareness on prevention and protection	3.1.1 At least one country establishes peer to peer support networks of women migrant networks 3.1.2 Support existing youth networks/ Migration Works campaign, including for Youth Ambassadors to be engaged in assignments specific to women migrant workers	3.1.1 Established Peer to Peer Support network of WMWs at the community levels to promote learning and awareness on protective measures and safe migration of WMWs. In Lao PDR, the project trained peer volunteers (both boys and girls) on the rights of women migrant workers, human trafficking, basic human rights and gender-responsive safe migration, and formed two theatre volunteer groups to enhance the outreach in schools and villages. Two theatre volunteer groups of 17 and 21 members were formed in two schools in Champasak and Salavan provinces respectively. The volunteers could lead the awareness activities on gender, women migrants' rights, child rights, human trafficking in schools and villages. 3.1.2 In Lao PDR, in the provinces of Champasack and Saravan that have had the highest number of women migrants since May 2016, the project developed information, education and communication (IEC) materials and disseminated them to target groups of young women (18 to 24 years old).
Output Indicator 3.1.3 At least two good practices documented to promote merits of safe migration and positive image building of women migrant workers	No clear activities identified in the Logframe.	3.1.3 In Lao PDR, 3,539 target people (2,079 female) received information on gender, women migrants' rights, child rights, and human trafficking through awareness raising activities and IEC material. Leaflets with information on safe migration practices were made available at airports and other exit points in Myanmar.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 103

Planned Results	Targets/Indicators	Status
Output Indicator 3.1.4 One regional and national awareness raising tools and resources developed	3.1.4 Develop regional and national advocacy, IEC materials and awareness raising tools and resources (in local languages) targeting current and potential women migrant workers in sending and receiving countries.	3.1.4 To commemorate the International Women's Day on 8 March 2017, UN Women published an article to raise public awareness on legal protection for women migrant workers, which is not well developed despite the progress of economic integration in ASEAN region. This article was published in the Nikkei Asian Review on 10 March 2017 and in the Bangkok Post on 20 March 2017.

UN Women also launched awareness raising materials containing information on rights and support services for migrant women workers' pre-departure, while overseas and upon return, which have been developed in Myanmar and English languages in partnership with MOLIP.

UN Women in partnership with the Myanmar Ministry of Labor, Immigration and Population (MOLIP) convened a National Inter-Ministerial dialogue on 'Mainstreaming Gender Concerns in Migration into the Draft Overseas Foreign Employment Act and National Action Plan on Migration' in Nay Pyi Taw. |

ANNEX N – ETHICAL CONSIDERATIONS

The evaluation approach is grounded in ethical principles defined in the UNEG Guidelines that fall under three broad categories: obligations of evaluators, obligations to participants, and the evaluation process and product.

Obligations of Evaluators

Independence: The evaluators will be free of bias, exercise independent judgement, and not be unduly influenced by the views or statements of any participant or group of participants.

Impartiality: The evaluators will provide a comprehensive assessment of the strengths and weaknesses of the object of the evaluation by considering the viewpoints of all stakeholders, and upon careful examination of all relevant material related to the Project.

Credibility: The evaluators will base their analysis and recommendations on credible evidence.

Honesty and integrity: The evaluators will conduct themselves with honesty and integrity. They will work within the limits of their professional training and experience, be clear on the purposes and limitations of the work they are undertaking with participants, and undertake efforts to ensure that the results of the evaluation are clearly presented in an unbiased manner.

Conflicts of interest: The evaluators will avoid all conflicts of interest to maintain the credibility and quality of the evaluation. In the event of a conflict of interest, the conflict will be dealt with promptly, openly and honestly.

Accountability: The evaluators are accountable for the successful completion of all work as described in the work plan presented in this inception report and set out by the ToRs. The work will be completed within the indicated timeframe and within budget.

Obligations to Participants

Confidentiality: The evaluators will respect participants' right to provide information in confidence. All participants will be informed of the purpose of the evaluation and how their information will be protected. Evaluators will ensure that all data gathered from individuals during the evaluation will be securely stored and used solely for the purposes of the evaluation.

Do no harm: The evaluators will seek to minimize risks and burdens to participants, and seek to maximize the benefits that might occur from negative or critical evaluation findings.

Respect for dignity and diversity: The evaluators will respect the differences that participants have in customs, traditions, practices, religious beliefs, gender roles, age, disability, ethnicity, socio-economic background, or any other grounds. Evaluators will respect the participants' schedules and available time and work accordingly to ensure minimal disruption to their lives.

Rights: All participants shall have their rights respected throughout the evaluation process. Participants are free to decide whether they participate in the evaluation process. Evaluators will ensure the participation of persons from all groups, including vulnerable groups such as vulnerable youth and trafficking victims.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | 105

Evaluation Process and Product

Transparency: The evaluators will regularly communicate with UN Women and the ERG to provide up to date information on progress in relation to the work as defined in the ToRs and outlined in this Inception Report. An evaluation Facebook Page will be created to provide regular updates on the evaluation process to project stakeholders.

Accuracy, completeness and reliability: The evaluators have an obligation to present findings that are accurate, complete and reliable. All conclusions and recommendations will be explicitly justified.

Reporting: The evaluators will ensure that the full set of findings will be disclosed and presented in a clear and concise manner. Preliminary findings will be presented to the Evaluation Reference Group and project stakeholders at a stakeholder validation workshop on January 30th with the expectation to share results in an open, honest and transparent manner. Results from the final report will be disseminated to all stakeholders through the report itself, a short video and, a brief one-page summary document.

Omissions and wrongdoing: If evaluators find evidence of wrong-doing or unethical conduct, they shall inform the evaluation manager.

ANNEX O: BIOGRAPHIES OF EVALUATION TEAM MEMBERS

Katherine Garven specialises in designing, implementing, and evaluating human rights and community development initiatives. She has led several multi-million dollar development initiatives in Northern Canada to advance the rights of Indigenous Communities and regularly works with UN entities to improve their results management practices. Some of her evaluation work includes the Global Evaluation of the UN Women Fund for Gender Equality; the Mid-Term Evaluation of the MasterCard Foundation Scholars Program at BRAC in Uganda; and a Review of UNRWA's Education Programme. Katherine is the Coordinator and Lead Reviewer of the UNICEF evaluation report quality assessment and analysis system (GEROS).

Fernando Garabito is a monitoring and evaluation consultant with expertise in communications and journalism. He uses innovative communications technologies, including audio podcast and video productions, to engage stakeholders in participatory evaluations and has worked on several assignments for UN Women, including the Global Evaluation of

the UN Women Fund for Gender Equality. He is a regular reviewer for both the UNICEF and UN Women evaluation report quality assessment and analysis systems. With a formal background in linguistics, Fernando is able to engage stakeholders in English, French, Spanish, Portuguese, and Italian.

Joseph Barnes is a specialist in gender responsive evaluations, with extensive experience in designing and implementing evaluations of complex objects, including the UN Women Corporate Evaluation of Women's Economic Empowerment, and other impact and programme-level evaluations for WFP, UNICEF, Irish Aid, and DFID. He has also worked extensively with UNDP, other multi-lateral organisations, trusts and NGOs. Joseph is team leader of both the UNICEF and UN Women evaluation report quality assessment and analysis systems.

Evaluation of the Project
"Preventing the Exploitation of
Women Migrant Workers in ASEAN" | **107**

UN WOMEN IS THE UN ORGANIZATION DEDICATED TO GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN. A GLOBAL CHAMPION FOR WOMEN AND GIRLS, UN WOMEN WAS ESTABLISHED TO ACCELERATE PROGRESS ON MEETING THEIR NEEDS WORLDWIDE.

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards. It stands behind women's equal participation in all aspects of life, focusing on five priority areas: increasing women's leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender equality central to national development planning and budgeting. UN Women also coordinates and promotes the UN system's work in advancing gender equality.