

## Annex 1 Terms of Reference (TOR)

### 1. Background

---

With a combined gross domestic product (GDP) of \$1.9 trillion and a population of 625 million, including 300 million workers, the countries that form the Association of South East Asian Nations (ASEAN) together stand out as a dynamic region. The economic growth has been extensive and includes all the developing economies in the group.

During the 12th Summit of the ASEAN in January 2007, the leaders affirmed their strong commitment to accelerate the establishment of an ASEAN Community by 2015, and signed the Cebu Declaration. Furthermore, the ASEAN Leaders agreed to establish the ASEAN Economic Community (AEC) and transform ASEAN into a region with free movement of goods, services, investment, skilled labour, and a freer flow of capital. Under the AEC, ASEAN has planned to establish as a single market and production base, making ASEAN more dynamic and competitive; introducing new mechanisms and measures to strengthen the implementation of its existing economic initiatives; accelerating regional integration in the priority sectors; facilitating the movement of business persons, skilled labour and talent; and strengthening the institutional mechanisms of ASEAN<sup>1</sup>.

Over the past years, the ASEAN Community has established a far-reaching initiative towards a deeper regional integration that is built around three distinct pillars: the ASEAN Political-Security Community, the ASEAN Economic Community, and the ASEAN Socio-Cultural Community. The political process of regional integration is expected to affect future migration outcomes – especially for the low-skilled workers covered under bilateral agreements, workers affected by the rising trade and structural changes taking place, and those high-skilled workers explicitly covered under Mutual Recognition Arrangements (MRAs).

International labour migration throughout ASEAN has significantly increased in a variety of ways over the past few decades. According to the latest World Bank estimates, the total stock of international migrants in the ASEAN region is currently above 10.2 million, nearly quadrupled since 1980. Migrant workers make an enormous development contribution to the region's economies in the form of skills, labour power, services and competitiveness in countries of destination; and return of financial flows, skills and knowledge to countries of origin. Migrants fill a niche in labour markets of destination countries by doing jobs that nationals are unwilling or unable to fill.

Yet, many migrant workers in the region are subject to labour exploitation and abuse. Irregular migration is widespread. Studies into the recruitment process and working conditions of low-skilled migrants consistently reveal indicators of abuse commonly associated with labour exploitation. Irregular migration thrives because of the various disincentives that make licensed recruitment channels unattractive to low-skilled women and men migrants.

Global experiences demonstrate that labour migration can deliver significant development dividends in countries of origin, as well as destination, when properly governed. However, the potential development gains of labour migration in the ASEAN region is being diluted by major

---

<sup>1</sup> Assessment of the readiness of ASEAN member states for implementation of commitments to the free flow of skilled labour within ASEAN countries. ILO, 2014.

inequities, inefficiencies, consumption and excessive rent-taking.<sup>2</sup> Furthermore, at the national level, there is not sufficient regulation of the recruitment process and inadequate enforcement of labour protection laws, and few mechanisms for workers to lodge complaints. In the light of the above concerns, the ILO launched the ASEAN TRIANGLE project (ATP) in May 2012 and is funded by the Canadian Department of Foreign Affairs, Trade and Development (DFATD). The Project is due to end on 31 March 2016.

### *The Project Goal and Objectives*

The ATP aims to protect and promote the rights of migrant workers by strengthening regional policies and capacities related to the recruitment and labour protection of women and men migrants.

The Project has three major objectives:

1. Strengthened regional legal and policy framework to more effectively govern labour migration and protection of the rights of women and men migrant workers, in a gender responsive manner.
2. Enhanced capacity of governments to oversee enforcement of labour and migration laws and regulations, in a gender responsive manner.
3. Enhanced capacity of social partners to influence migration policy and protect the rights of women and men migrant workers.

The Project objectives/outcomes are in line with the strategic priorities of the ASEAN Labour Ministers (ALM) Work Programme (2010-2015), the ASEAN priorities, targets and commitments, as reflected in the plans and programmes of several regional entities, including the ALM, the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW), the ASEAN Trade Union Council (ATUC), and the ASEAN Confederation of Employers (ACE).

The Project is linked to a number of outcomes of the ILO Global Programme and Budget 2012-13, 2014-15, primarily to Outcome 7: more migrants are protected and they have access to decent work and secondarily to Outcome 9: employers have strong independent representative organisations and Outcome 13: decent work in economic sector.

Over the four years of the implementation, the ATP has built on the ASEAN's political commitment to improve migration policies and processes for migrant workers in the region, especially women migrant workers. In line with the ASEAN framework, which includes the Economic Community Blueprint, the Social-Cultural Community Blueprint, the ASEAN Labour Ministers Work plan and the Cebu Declaration, the ATP's interventions on labour migration governance has focused on the protection of migrant workers and improving labour mobility in ASEAN through strengthened labour migration policies and governance and capacity building of government, social partners and civil society organizations.

### *Mid Term Evaluation*

---

<sup>2</sup> Hugo and Young (eds.), *Labour Mobility in the Asia-Pacific Region: Dynamics, Issues and a New APEC Agenda*, Institute of Southeast Asian Studies (ISEAS), Singapore (2008).

The Project's Mid-Term Evaluation (MTE) conducted in June 2014 highlighted the project's various achievements and also provided a number of recommendations to improve the performance of the project. The ATP has made efforts to address all recommendations provided in the MTE to the extent possible.

#### *Project target groups*

The direct beneficiaries of the Project are the governments, workers' organizations, employers' organizations, civil society organizations in the countries where the project is being implemented and the regional institutions including: ACMW, ACE, ATUC and TFAMW, and both existing and potential migrants in the ASEAN region.

#### *Management set-up*

The Senior Programme Officer/Project Coordinator is responsible for the overall management and implementation of the project based in the ILO Regional Office of Asia and the Pacific (ROAP); a Technical Officer provides technical backstopping in the design, monitoring and evaluation, and reporting of project initiatives (based in ROAP); two assistants provide administrative and financial support (based in ROAP); National Project Coordinators (NPCs) and Administrative Assistants (full- or part- time) based respectively in the countries where the project is being implemented and Technical support and backstopping is provided by the ROAP and ILO HQ (Migration Specialist-ROAP, MIGRANT Unit- Geneva, Labour Standards Specialist, Skills and Employability Specialist, Gender Specialist, Workers Specialist, Employers Specialist, and Senior Labour Statistician).

## **2. Purpose, objective and scope**

The evaluation has the following key objectives:

- To assess development results and potential impacts generated by the Project and compare these results against the expected outcomes.
- To identify the Project's strengths and good practices for knowledge sharing and for replication by the ILO, the Project partners or other relevant actors.
- To identify recommendations and draw lessons learned for strengthening of future interventions on labour migration within the region and to design a potential Phase II of the ATP.

To achieve the abovementioned objectives this independent final evaluation will assess the following:

- The achievements made in relation to the planned results and the immediate objectives, including any intended/unintended impact of the Project;
- Assessment of the measures undertaken to ensure the project activities are implemented according to the Project framework and annual work plans;
- The Project management, coordination mechanisms among various stakeholders and tripartite constituents, at the regional and national level, as well as among relevant ILO projects and adequacy of technical support from various technical units within the ILO;
- The effectiveness and efficiency of the Project implementation in general.
- Assess the appropriateness of current staffing strategies to ensure the resources are effectively mobilised to perform the Project's scope of work?
- Institutional arrangements with the partners, partners capacity to undertake development efforts, roles of tripartite constituents, especially government agencies

and bodies involved in the key areas of work of the Project—both during and beyond the timeframe of the project

- Lessons learned with regard to project management, promoting gender equality, tripartite dialogue and regional tools and guidelines.
- Adequacy of monitoring and evaluation systems, framework, including indicators, risks and assumptions in the log frame and its effective implementation.

### **Scope**

The evaluation will review the Project's work from May 2012 to March 2016. The proposed final evaluation will also follow up on recommendations of the Mid-Term Review and its corresponding management responses.

The ATP has been implemented in seven countries (Cambodia, Indonesia, Myanmar, Lao People's Democratic Republic, the Philippines, Thailand and Viet Nam). As the Project covers issues in ASEAN, Brunei Darussalam, Malaysia and Singapore are involved as and where appropriate, though funding is not extended to these countries, as per the Project agreement. Out of these countries, the evaluator will visit at least four countries to conduct direct interviews and discussions with the Project participants, stakeholders and the donor representatives.

Countries for field missions will be selected based on the following criteria:

- 1) Extent of ATP activities and beneficiaries
- 2) Involvement of government and social partners + Civil Society Organisations (CSOs) (e.g CLM-V)
- 3) Presence of implementing partners – e.g. Jakarta (ASEAN Sec, DFATD), Philippines (ATUC), Malaysia (ACE).
- 4) Government representative of the CLM programme of the ATP

Based on the above criteria, ATP has identified four priority countries for field work and direct interaction with the project partners and participants namely: Thailand, Indonesia, the Philippines and Lao PDR. Concerned stakeholders and officials in Malaysia and Cambodia will be interviewed via Skype or telephone.

The primary implementing partners of the ATP in ASEAN are the ACMW, ACE, ATUC, TFAMW, and the ASEAN Secretariat, as indicated in the project document. The evaluator will interact with the representatives of these institutions. In addition, the evaluator will meet and interview other actors of the Project, including those involved in the work on the International Labour Migration Statistics Database, mutual recognition of skills and the AFML.

### *Clients*

The principal clients of the evaluation are: the management team of the ASEAN TRIANGLE project—both at the regional and countries level; the technical unit (MIGRANT); the administrative unit (ROAP); and the donor (Canadian Government).

The Secondary users of the findings include: Tripartite constituents (ACMW, ACE, and ATUC) and other Project partners-TFAMW as well as projects and agencies working on related areas at the

national and regional level. Stakeholders in other regions with similar challenges relating to labour migration could also benefit from the evaluation report.

The evaluation will be used in the following ways:

- Findings and recommendations will be used to highlight the achievements of the Project.
- Lessons learned will be used for onward activities and, where appropriate, for the design of the second phase of the Project.
- The evaluation report will be disseminated within the ILO for organisational learning through the EVAL's i-Track evaluation database. A summary of the evaluation will be made available publicly through EVAL's websites.

### **3.0 Evaluation Criteria and Questions**

The final evaluation will address (i) relevance, (ii) Validity of design, (iii) effectiveness, (iv) efficiency, (v) effectiveness of management arrangements, (vi) impact and sustainability of the project as defined in the ILO policy guidelines for results-based evaluation 2012 ([http://www.ilo.org/eval/Evaluationguidance/WCMS\\_176814/lang--en/index.htm](http://www.ilo.org/eval/Evaluationguidance/WCMS_176814/lang--en/index.htm)). In addition to the above, the evaluation will also assess gender equality, knowledge sharing, lessons learnt, partnership quality and social dialogue aspects of the Project. The suggested analytical framework for the final evaluation is outlined below.

#### **3.1 Analytical framework**

##### ***3.1.1 Relevance and strategic fit***

- Do the Project plan and strategies aligned with the ILO's Strategic Policy Framework, its corresponding biennial programmes, and implementing countries' DWCP including ILO's mainstreaming strategy on gender equality 15 and make it explicit reference to it ?
- Does the Project align with national and regional gender related goals?
- Were the Project outcomes and activities relevant to the needs and interests of ASEAN Governments and Social Partners?
- Is the Project consistent with national, regional and global strategic priorities and programming on labour migration and does it make effective use of ILO's comparative strengths?
- Does the Project support and contribute to overall objectives of Canada's international development cooperation including gender equality and its partnership strategy with the ILO?
- Do the Project objectives align with the ASEAN Labour Ministers Work plan (ALMM, 2010-2015)?
- To what extent are the Project priorities reflected in the upcoming ASEAN Labour Ministers Work plan (2016-2020)?
- Is the intervention strategy appropriate for achieving the stated Project purpose and what are the lessons learnt in the design and implementation of the Project?

##### ***3.1.2 Validity of design***

- Are the objectives clearly stated, describing the solutions to the identified problems and needs?
- Are the indicators of achievements clearly defined, describing the changes to be brought about?

- Did the project design adequately consider the gender dimension of the planned interventions?
- Do the project objectives and outcomes adequately include gender concerns?
- To what extent are the output and outcome indicators of the project gender-inclusive?
- Was a needs analysis and/or baseline study carried out that specifically address gender issues?

### **3.1.3 Effectiveness and Project Progress**

1. What are the primary and secondary, direct and indirect, positive and negative, immediate and long-term results of the Project?
2. To what extent did the Project achieve the three immediate objectives set forth and what were the enabling and disabling factors?
3. Have the Project implementation arrangements contributed to strengthening the capacity of the Project's regional and national partners/institutions?
4. How effective was collaboration and coordination of the Project with other ILO technical Units (e.g. SECTOR in Geneva, NORMES in Geneva and Standards Specialist in Bangkok, INWORK and SAP-FL in Geneva)?
5. How effective and strategic was the collaboration and coordination of the Project with other ILO projects and programmes working on labour migration issues and ASEAN issues, at the regional and country level?
6. Have the Project's partnerships with regional institutions (ACMW, ACE, ATUC and TFAMW) contributed to strengthening regional cooperation in addressing and increasing awareness on labour migration issues in the region?
7. Do results (effects of activities and outputs) affect women and men differently? If so, why and which way?
8. Did the project achieve its gender-related objectives? What kind of progress was made and what were the challenges?

### **3.1.4 Adequacy Efficiency of resource use**

- Was the Project's use of resources optimal for achieving its intended results (Financial, human, institutional and technical)?
- Were activities completed in-time/according to work plans? If not, what were the factors that hindered timely delivery and what were the counter measures taken to address this issue?
- Was the funding and timeframe sufficient to achieve the intended outcomes?
- Which project activities represented the greatest value for money towards achieving the three immediate objectives?
- To what extent were partnerships and synergies with other ILO interventions particularly the ILO GMS TRIANGLE project, including projects funded by other donors established? Synergies with other UN or relevant projects could also be included.
- Were resources allocated strategically to achieve gender-related objectives?

### **3.1.5 Effectiveness of Project Management including risk management and monitoring and evaluation**

- Was institutional arrangement with the partners, the role of tripartite constituents,

- especially with government agencies appropriate and effective?
- Does the Project Management Team have adequate gender expertise?
- Was technical backstopping, sought and received from gender specialists when needed or did the Project make strategic and efficient use of external gender expert, when needed.
- Were the key partners and other ILO staff familiar with the Project goal and strategies?
- What support and cooperation did the Project receive from the member states of ASEAN, social partners, regional institutions (ASEAN Secretariat, TFAMW), ILO – MIGRANT Unit in HQ and ILO Regional Office in Bangkok (Senior Migration Specialist and Senior Management)?
- Were the management capacities and arrangements adequate to facilitate expected results?
- How effective was the internal management in terms of preparing annual work plans and its implementation, staff arrangements, governance and oversight of the Project?
- How effectively did ATP National Project Coordinators support and follow-up on the outcomes of regional activities at the national level and what were their achievements, challenges and limitations?
- How does the Project and its partners ensure that regional initiatives and agreements are communicated to national stakeholders and/or implemented at the national level?
- How effectively did the Project management and ILO monitor project performance and results?
  - o Is a monitoring and evaluation system in place, if yes, how effective is it and does it collect sex-disaggregated data and monitors gender-related results?
  - o How appropriate were the means of verification for tracking progress, performance and indicators?
  - o Is relevant information and data systematically being collected and collated?
  - o Is reporting satisfactory? Is data disaggregated by sex (and by other relevant characteristics)?
  - o Were midterm evaluation recommendations addressed by the project and the partners?

### **3.1.6 Impact and Sustainability**

- What changes did the Project contribute to the regional policy framework, capacity development of governments and social partners viz. its baseline survey?
- How likely that the positive results of the Project will be maintained or up-scaled by the ASEAN Forum and ILO partners?
- What are the possible long-term effects on gender quality and are the gender related outcomes likely to be sustainable?
- What were the Project's contributions to strengthen the national level partners' (government & tripartite constituents) effective roles towards developing strategies in the ASEAN Forum on Migrant Labour and progress in the implementation of the ASEAN Cebu Declaration 2007?
- Do the partners take ownership of the achievements and challenges of the Project?
- What additional impacts do stakeholders foresee emerging after the Project's completion?
- Key areas to be considered include:
  - o Regional ASEAN policy frameworks and dialogues that the Project had contributed to.

- Capacity development efforts of ATP to cover labour migration issues relevant to governments, social partners and civil society.
- Tripartite participation in formulation and implementation of recommendations at the ASEAN Forum on Migrant Labour and other sub-regional and regional dialogues on labour migration.
- Is there any planned exit strategy of the Project?
- What further actions required for sustainability of the Project supported initiatives?

### **3.1.7 Others : (Knowledge sharing, lessons learnt, social dialogue, good practices)**

- What are the lessons learned and good practices noteworthy for documentation particularly concerning partnerships with ASEAN regional organisations and knowledge sharing?
- What types of knowledge sharing product has the Project produced and what was its impact?
- To what extent, the Project contributed to promoting relevant ILO standards (e.g. C181, C188, C189, C97 and C143 )?
- What are the issues and recommendations that need to be taken into consideration in the next phase of the Project?
- To what extent the tripartite partners were involved in various activities and different phases of the Project?

## **4.0 Methodology**

The evaluation will be based upon the ILO's evaluation policy and procedures. The ILO adheres to the United Nations system's evaluation norms and standards as well as to the OECD/DAC Evaluation Quality Standards. This is an independent final evaluation therefore the details of the methodology will be finalised and elaborated by the evaluator in the inception Report, which is subject to approval by the Evaluation Manager.

It is expected that the evaluation will apply a variety of methods that draw on both quantitative and qualitative evidence and involve multiple means of analysis. Adequate time will be allocated to plan for critical reflection process.

The methodologies for data collection include but are not limited to:

- Review of documents related to the project, including the project document, annual reports, mid-term evaluation report, minutes from the Project Advisory Committee meetings, agreements with project implementing partners and their progress reports, regional outcome documents from ASEAN –level meetings supported by the ATP.
- Review of other relevant documents such as the ILO Strategic Framework 2012-13, 2014-15, Canadian government's development priorities, and key documents of ASEAN meetings, Decent Work Country Programmes, ILO regional migration strategy, and the documents published by the Project.
- Attend ACE-ATUC dialogue meeting to be held on 08 March 2016 in Thailand and side-meetings with ACE and ATUC leaders and the Project stakeholders from Cambodia and Malaysia.
- Conduct field missions in four countries namely Thailand, Indonesia, the Philippines and Lao PDR to carry out interviews and group discussions with ASEAN TRIANGLE Project staff,



concerned staff in ILO Regional Office for Asia and the Pacific (ROAP), representatives of the government, key partners, beneficiaries, the Project donor and other related donors in labour migration field in the region such as the Australian *Department of Foreign Affairs and Trade (DFAT)*. A detailed field mission schedule is in Annex 2.

- Conduct skype interviews with other partners and stakeholders involved with the Project such as researchers, Labour Migration Specialist in MIGRANT (Geneva) and the staff in ILO International Training Centre-Turin.
- Present preliminary findings of the evaluation to the Project management team on 16 March 2016 and to the Project Advisory Committee on 17 March 2016 in Manila.
- Submit the draft evaluation report to the Evaluation Manager who will share it with all key stakeholders for their comments and inputs by 01 April 2016.

## **5.0 Deliverables**

**1.0 Inception report:** Following the comprehensive desk review of the project documents, progress reports, the project published documents, outcome documents, and the mid-term review reports and interviews with ASEAN TRIANGLE Project staff, concerned staff in ILO Regional Office for Asia and the Pacific (ROAP) and the ILO appointed Evaluation Manager, the evaluator will produce an inception report which will include a methodological approach to address the key evaluative criteria and questions as specified in the Terms of Reference, any changes to the proposed methodology, and any other issues of importance.

**2.0 Field Visits and presentation on the preliminary findings:** Upon approval of the inception report, the evaluator will conduct field missions in Thailand, Lao PDR, Indonesia and the Philippines to interview key informants, ILO staff, representatives of regional organisations that are key project partners and beneficiaries at the regional and national levels.

At the end of the evaluation mission, the evaluator will present the preliminary findings to the ASEAN TRIANGLE management team and Project advisory Committee.

**3.0 Draft evaluation report:** A draft evaluation report (following the ILO standard format) will be submitted to the Evaluation Manager for review and comments. The Evaluation Manager will circulate the report to immediate project stakeholders and the donor for comments and input. The evaluation manager will consolidate the comments and send these to the evaluator.

**4.0 Final evaluation report:** The evaluator will incorporate comments on the draft evaluation report as they deem appropriate and provide a brief note explaining why any comments might not have been incorporated and submit the final report including executive summary to the Evaluation Manager, who will then submit the final report to EVAL/ROAP for further actions.

The evaluation report will include:

- Title page (Standard ILO template)
- Table of Contents
- Executive Summary (Using ILO standard format)
- Acronyms
- Background and project description
- Purpose of evaluation

- Evaluation methodology, evaluation questions, and limitations
- Overall findings
- Conclusions and recommendations
- Lessons learnt and recommendations (Using ILO templates)
- Annexes (List of interviews, report of meetings with stakeholders, and other relevant information/ documents).

The report should not be longer than 30 pages excluding annexes. The report will be assessed against the ILO EVAL checklist 4, 5 and 8 (See Annex).

The report and other outputs of the evaluation must be produced in English. All draft and final outputs, including supporting documents, raw data should be provided in electronic version compatible with Word for windows.

## **6.0 Management and Responsibilities and Work Plan**

**Role of Evaluation Manager:** The evaluation will be managed by the ILO appointed Evaluation Manager, Ms Bina Thapa who is based in ILO Kathmandu. She will be responsible for finalizing the Terms of Reference and the selection of an external evaluator which will be done in consultation with the Regional Evaluation Officer in ROAP/Bangkok and the Project's regional office in Bangkok. The final clearance of the TOR and the selection of the evaluation consultant will be done by the ILO Evaluation Unit in Geneva. The Project Office in Bangkok will handle all contractual arrangements with the evaluator and translators and provide any logistical and other assistance as may be required.

**Role of evaluator:** The external evaluator will be responsible for delivering the above mentioned evaluation outputs using the methodology as mentioned in the inception report. The evaluator will submit all deliverables to the Evaluation Manager and will be required to ensure the quality of data (validity, reliability, consistency and accuracy) throughout the analytical and reporting phases. It is expected that the report shall be written in an evidence-based manner such that all observations, conclusions, recommendations are supported by evidence and analysis.

**Role of stakeholders:** All key stakeholders will be involved throughout the evaluation process. The draft TOR and the draft evaluation report will be shared confidentially with the donor and concerned key stakeholders including the Project teams, ILO regional and Country level Offices, ILO MIGRANT Unit at Geneva, Canadian Government, tripartite constituents (ACE and ATUC) and the Project partners (TFAMW, ASEC) for their comments and input. The findings and final report of the evaluation will be shared with wider stakeholders at appropriate meetings and regional forums.

**The role of the Project:** The ASEAN TRIANGLE Project team will provide logistical support to the evaluator and will assist in preparing detailed evaluation mission agenda. The Project team will also ensure that all relevant documentation is up to date and easily accessible to the evaluator. Translators, where necessary, will be recruited in the Project countries to provide support to the evaluator during the evaluation mission.

### **7.0 Evaluation arrangements and professional requirements**

—  
Selection of the consultant for the evaluation will be done based on the strengths of the qualification and experience provided by the potential candidates through their expression of interests (Eoi) for the assignment. The evaluator will either be an evaluation expert or a senior academic with experience in development field preferably in labour migration sector with demonstrated technical expertise in evaluation methodologies and previous proven skills and experience in undertaking evaluations in ASEAN region. The assignment will require travel to the ILO ROAP Office in Bangkok and selected countries where the Project has been implemented.

Interested candidates for the international consultant (evaluator) should have the following qualification:

- An evaluation expert in development field with demonstrated technical expertise in evaluation methodologies and previous proven skills and experience in undertaking evaluations.
- Expertise in M & E of development projects and programmes, with a minimum of 10 years' experience in the evaluation function of national and international organisations. Experience in evaluating labour migration project will be an asset.
- Full understanding of the UN evaluation norms and standards and demonstrated experience in results-based management.
- High analytical skills with experience in conducting interviews and surveys and interpreting data and information.
- Demonstrated technical expertise in evaluation tools and methodologies and is sensitive to the needs and issues of varied stakeholders.
- Experience in working in/with Asia or ASEAN countries on labour migration issues will be desirable.
- Ability to synthesise and analyse concisely in English.

## **8.0. Legal and ethical Matters**

The evaluation will comply with UN Norms and Standards. The TOR is accompanied by the Code of Conduct, which can be downloaded, from the link given in the Annex of this TOR, to be signed by the evaluator. UNEG ethical guidelines will be followed throughout the evaluation.

The copyright of the evaluation report rests exclusively with the ILO. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement. The report will not be made available to the public without obtaining permission from the ILO.

**9.0 Time frame and number of workdays:** The final evaluation will be conducted between 29 February – 20 April 2016 with 35 working days.

## **11.0. Documents attached to the TOR**

- Annex I: Detailed field mission and interview schedule
- Annex II: All relevant ILO evaluation guidelines and standard templates
- Annex III: List of implementing partners and institutions and selected consultants

## **12: A list of reference documents to be shared with the evaluator**

- ATP 1 Project Document
- ATP Project brief
- ATP Annual report 2013, 2014, and 2015
- ATP Phase II Concept Note
- ATP semi-annual reports (2015-16)
- ATP quarterly reports (2015-16)
- NPC reports (2015-16)
- Mid-term evaluation and ATP report on follow-up to Mid-term evaluation
- ATP Impact Assessment report (Ty's study)
- ATP M&E plan
- ATP participant database
- Background documents on ASEAN + ASEAN Secretariat
- Relevant SLOM and ACMW documents
- ILO-ASEAN MOU
- Overview of ATP Partners (ATUC, ACE, ASEC, TFAMW)
- ALM workplan (2010-2015; drafts for 2016-2020)
- Relevant donor documents: Canada-ASEAN Joint Declaration and Plan of Action
- ATP Key publications: 2 AFML background paper and booklets; ILMS Analytical report, guide and statistical booklet; Financial planner and trainers guide, skills assessment report; COMPAS publication.

## Annex 2 Schedule of Field Visits and Skype Interviews

Task	Responsible	Notes
Skype with Evaluator	Manuel and Heike	Date: 29 February 2016 Time: 4pm Bangkok
Confirm appointments with key informants	Heike: Thailand, Laos, Malaysia Kat: Philippines Indonesia: Bona	Final matrix of appointments under development
Skype with Evaluator	Bina Thapa	Date: 3 March 2016

Proposed field mission schedule			
Date	Time	Activity	Notes
06/03/2016	10:05 AM	Arrive in BKK	Accommodation 6-9 <sup>th</sup> March: Pullman KingPower Hotel
07/03/2016	Interviews at ILO BKK Focal Point: Heike Lautenschlager		
	8.15	Pick up from Pullman KingPower Hotel and travel to ILO office via taxi	
	9-10.30	Meet with ATP Team	CONFIRMED Location: 11B Floor Meeting Room
	10.30-11.30	Meet with employers' specialists, Gary Rynhart and Miaw Tiang Tang	CONFIRMED Location: TBC
	11.30-12.00	Meet with Max of GMS TRIANGLE/TRIANGLE II	CONFIRMED Location: Max's Office
	12-1	Lunch with ATP team and Deputy Regional Director, David Lamotte	CONFIRMED Location: UN Cafeteria

	1-2	Break	
	2-3	Meet with Workers' specialist, Pong-Sul Ahn	CONFIRMED Location: 10 <sup>th</sup> floor meeting room
	3-4	Meet with Skills specialist, Amy Torres	CONFIRMED Location: 10 <sup>th</sup> floor
	4-5	Meet with Social Protection specialists, Nuno Cunha and Celine Peyron Bista	CONFIRMED Location: 10 <sup>th</sup> floor meeting room
08/03/2016	Attend ACE-ATUC dialogue at the Pullman KingPower Hotel		
	10-10.45:	Zakri Baharuddin, Malaysian Employers Federation, Former Secretariat of ACE	CONFIRMED Location: Theta room, Pullman KingPower Hotel
	11.30-12.15:	Nilim Baruah, Senior Regional Migration Specialist	CONFIRMED Location: Pullman KingPower Hotel
	12.15-12.45	Lunch at the Pullman Hotel	
	12.45	Depart Pullman to return to ILO Office	To be accompanied by Khun Pare
	1.30pm	Meeting with Khun Poo	CONFIRMED Location: Poo's Office
	2-2.30	Meet with gender specialist, Joni Simpson	CONFIRMED, ILO Office Location: Joni's office
	2.30-3.30	Meet with Nelien Haspels, former gender specialist and consultant	CONFIRMED, ILO Office 10 <sup>th</sup> floor meeting room
	3.30-4pm	Ministry of Labour, Thailand, Ms Pimpaporn Thitayanun	CONFIRMED, ILO Office Location: 10 <sup>th</sup> floor meeting room
	4-4.30	Meet with UNWomen	Cancelled because of illness of UN-contact person.
9/03/2016	9-10	Canadian Embassy, Bangkok, meet with Khun Pattama	CONFIRMED;

			Location: Canadian Embassy
	10.30-11	Meet with Regional Office of IOM, Euan McDougall	CONFIRMED; Location: IOM Office
	12 pm	Lunch at Pullman King Power Hotel; Meet Maurizio Bussi	Pullman King Power Hotel
	2.30pm	Depart for BKK airport; flight at 1720	Theo to arrange taxi pick-up at the hotel
10/03/2016	Interviews with partners in Jakarta Focal point: Albert Bonasahat		Accommodation (9 <sup>th</sup> -13 <sup>th</sup> March): Sari Pan Pacific (confirmed)
	8.30AM	Management of ILO Jakarta: Ms. Michiko Miyamoto, OIC	Location: ILO Office
	10.15AM	Guntur Witjaksono, Ministry of Manpower	Location: BPJS Office, Gatot Subroto, Jakarta
	1.30PM	Ms Putri, Head of International Cooperation, Ministry of Manpower	Location: Ministry of Manpower Office
11/03/2016	8.30 – 9.30	Matthew Straub, Embassy of Canada	CONFIRMED
	1 pm	Pak Soes, Pak Hendra & Ibu Tari, Ministry of Manpower	Location: Ministry of Manpower Office
12-13/03	Weekend	No activity scheduled, flight to Manila on the 13/03 at 1335	Booking for Holiday Inn Suites Makati
14/03/2016	Interviews in Manila Focal Point: Catherine Laws		
	10.30-12pm	Department of Labor and Employment (7 officials as a group)	DOLE Main Office, Intramuros, Manila city
	1.30-2.30pm	Philippines Migrant Rights Watch	1253 Bocobo st cor Padre Faura, Manila city
	3.30 -4.30 pm	ASEAN Trade Union Council, Mr. Cedric Bagtas	Hotel Shangrila, Ortigas

15/03/2016	9.30-10.30	ILO-Manila, Ms. Ruth Georget and Mr. Simon Hills, OIC	To be held at ILO Manila office, Makati City
	10.30-11.30	Atikha, Ms. Aileen Penas Ms. Thetis Mangahas	
	1:30-3:00pm	Asian Institute of Management: Ms. Nieves Confessor and Secretary Marianito Roque	Both to be held at the AIM campus, Makati City
16/03/2016	9-5	Preparation of report/presentation	At hotel
	5-6pm	Meet with ATP Team at ILO office to prepare for PAC	At Holiday Inn Hotel
17/03/2016	9-3	Attend the ATP PAC.  8AM: Breakfast with Mega Irena of ASEAN Secretariat  12.15-13.00: Lunch with Matthew Rendall, ASEAN Confederation of Employers	Theo presented in Session 3.  CONFIRMED  CONFIRMED
	4pm	Depart to Bangkok, flight at 7pm	Booking confirmed at NOVOTEL at airport
18/03/2016	2pm	Meet with MoLSW, Mr. Chomyaeng Phengthongsawat Dep. Dir. Gen. of Planning and Cooperation Dept.	CONFIRMED at MoLSW in Vientiane  Office; contact is 856-20-22228369
	4pm	Meet with ILO Lao, Ms. Khemphone	CONFIRMED at ILO office
	7pm	Depart for airport	
19/03/2016	12.20	Fly to Amsterdam	

**Skype interviews on Friday 1<sup>st</sup> of April 2016:**

ASEAN: Ms. Dung, Director, and Ms. Duc, ICD, Ministry of Labour, Invalids and Social Affairs, Hanoi, Vietnam.

DFAT/Embassy of Australia, Bangkok: Ms. Alison Fleming and Ms. Asha.



## Annex 3 Analytical Framework

Criteria and Questions to be Addressed	Sources of data	Which stakeholder
<b>A. Relevance and strategic fit</b>		
1. Do the Project plan and strategies aligned with the ILO's Strategic Policy Framework, its corresponding biennial programmes, and implementing countries' DWCP including ILO's mainstreaming strategy on gender equality 15 and make it explicit reference to it?	<b>ProDoc</b> (Project Document), Progress Reports (Annual, Half-yearly & Quarterly)	ILO/ATP Team and (DWT) Gender expert
2. Does the Project align with national and regional gender related goals?	ASEAN reports	(DWT) Gender expert/Project staff
3. Were the Project outcomes and activities relevant to the needs and interests of ASEAN Governments and Social Partners?	Progress Reports, MTE	All stakeholders
4. Is the Project consistent with national, regional and global strategic priorities and programming on labour migration and does it make effective use of ILO's comparative strengths?	Reports of governments, ASEAN & international organizations	All stakeholders & Labour Migration Specialist
5. Does the Project support and contribute to overall objectives of Canada's international development cooperation including gender equality and its partnership strategy with the ILO?	Donot documents and MoU with ILO	Donor
6. Do the Project objectives align with the ASEAN Labour Ministers Work plan (ALMM, 2010-2015)?	ALMM work plan	ASEAN
7. To what extent are the Project priorities reflected in the upcoming ASEAN Labour Ministers Work plan (2016-2020)?	ALMM work plan	ASEAN
8. Is the intervention strategy appropriate for achieving the stated Project purpose and what are the lessons learnt in the design and implementation of the Project?	ProDoc, Progress Reports, MTE	All stakeholders
<b>B. Validity of design</b>		
9. Are the objectives clearly stated, describing the solutions to the identified problems and needs?	Pro Doc	ATP, MTE
10. Are the indicators of achievements clearly defined, describing the changes to be brought about?	Pro Doc	ATP, MTE

11. Did the project design adequately consider the gender dimension of the planned interventions and how?	Pro Doc., MTE	DWT/Gender experts/Project Staff
12. Do the project objectives and outcomes adequately include gender concerns?	Pro Doc.	DWT/Gender experts
13. To what extent are the output and outcome indicators of the project gender-inclusive?	Pro Doc, MTE Progress Reports	DWT/Gender experts/Project Staff
14. Was a needs analysis and/or baseline study carried out that specifically address gender issues?	Pro Doc.	DWT/Gender experts
<b>C. Effectiveness and Project Progress</b>		
15. What are the primary and secondary, direct and indirect, positive and negative, immediate and long-term results of the Project?	ProDoc, MTE	ATP, DWT, ASEAN Secretariat
16. To what extent did the Project achieve the three immediate objectives set forth and what were the enabling and disabling factors?	ProDoc, Progress reports, MTE	All stakeholders
17. Have the Project implementation arrangements contributed to strengthening the capacity of the Project's regional and national partners/institutions?	Progress reports, MTE	Regional and national partners & institutions, DFATD
18. How effective was collaboration and coordination of the Project with other ILO technical Units (e.g. SECTOR in Geneva, NORMES in Geneva and Standards Specialist in Bangkok, INWORK and SAP-FL in Geneva)?	Progress reports, MTE	ILO-Geneva & Turin, DWT Bangkok,
19. How effective and strategic was the collaboration and coordination of the Project with other ILO projects and programmes working on labour migration issues and ASEAN issues, at the regional and country level?	Progress reports, MTE	GMS Triangle Team, ATP, DWT & Other UN agencies incl. UN-Women & IOM
20. Have the Project's partnerships with regional institutions (ACMW, ACE, ATUC and TFAMW) contributed to strengthening regional cooperation in addressing and increasing awareness on labour migration issues in the region?	Progress reports, MTE	Regional institutions, ATP, DWT
21. Do results (effects of activities and outputs) affect women and men differently? If so, why and which way?	Pro Doc, MTE Progress Reports	DWT/Gender experts & key stakeholders

22. Did the project achieve its gender-related objectives? What kind of progress was made and what were the challenges?	Pro Doc, MTE Progress Reports	DWT/Gender experts & key stakeholders
<b>D. Adequacy Efficiency of resource use</b>		
23. Was the Project's use of resources optimal for achieving its intended results (Financial, human, institutional and technical)?	Financial reports, MTE & Progress Reports	ATP, DWT
24. Were activities completed in-time/according to work plans? If not, what were the factors that hindered timely delivery and what were the counter measures taken to address this issue?	Partners work plans, Financial reports, MTE	ATP, Key Partners
25. Was the funding and timeframe sufficient to achieve the intended outcomes?	Financial reports, MTE	ATP, Key Partners
26. Which project activities represented the greatest value for money towards achieving the three immediate objectives?	Financial & progress reports	ATP, Key Partners
27. To what extent were partnerships and synergies with other ILO interventions particularly the ILO GMS TRIANGLE project, including projects funded by other donors established? Synergies with other UN or relevant projects could also be included.	Progress reports	ATP, GMS, DWT, UN
28. Were resources allocated strategically to achieve gender-related objectives?	ProDoc, Progress reports	DWT/Gender experts, ATP
<b>E. Effectiveness of Project Management including risk management and M&amp;E</b>		
29. Was institutional arrangement with the partners, the role of tripartite constituents, especially with government agencies appropriate and effective?	Progress reports, MTE	Tripartite stakeholders, ATP, DWT
30. Does the Project Management Team have adequate gender expertise?	Progress reports	DWT/Gender experts, ATP
31. Was technical backstopping, sought and received from gender specialists when needed or did the Project make strategic and efficient use of external gender expert, when needed.	Progress reports	DWT/Gender experts, ATP
32. Were the key partners and other ILO staff familiar with the Project goal and strategies?	Work plans	All Stakeholders
33. What support and cooperation did the Project receive from the member states of ASEAN, social partners, regional institutions (ASEAN Secretariat, TFAMW), ILO -MIGRANT Unit in HQ and ILO Regional Office in	Pro Doc, MTE & Progress reports	All Stakeholders

Bangkok (Senior Migration Specialist and Senior Management)?		
34. Were the management capacities and arrangements adequate to facilitate expected results?	Pro Doc, MTE & Progress reports	ATP, DWT, Key Stakeholders
35. How effective was the internal management in terms of preparing annual work plans and its implementation, staff arrangements, governance and oversight of the Project?	MTE & Progress reports	ATP, DWT, Key Stakeholders
36. How effectively did ATP National Project Coordinators support and follow-up on the outcomes of regional activities at the national level and what were their achievements, challenges and limitations?	MTE & Progress reports	ATP, DWT, Key Stakeholders
37. How does the Project and its partners ensure that regional initiatives and agreements are communicated to national stakeholders and/or implemented at the national level?	Progress reports	ATP, National organizations
38. How effectively did the Project management and ILO monitor project performance and results? a. Is a monitoring and evaluation system in place, if yes, how effective is it and does it collect sex-disaggregated data and monitors gender-related results? b. How appropriate were the means of verification for tracking progress, performance and indicators? c. Is relevant information and data systematically being collected and collated? d. Is reporting satisfactory? Is data disaggregated by sex (and by other relevant characteristics)? e. Were midterm evaluation recommendations addressed by the project and the partners?	Pro Doc, MTE & Progress reports	ILO Regional Evaluation Officer, ATP, DWT, Key Stakeholders
<b>F. Impact and sustainability</b>		
39. What changes did the Project contribute to the regional policy framework, capacity development of governments and social partners viz. its baseline survey?	ASEAN report, Progress Reports, MTE	ATP, Key partners, DWT
40. How likely that the positive results of the Project will be maintained or up-scaled by the ASEAN Forum and ILO partners?	Progress Reports, Work plans of partners	ATP, Tripartite partners
41. What are the possible long-term effects on gender quality and are the gender related outcomes likely to be sustainable?	Progress reports	DWT/Gender experts, ATP
42. What were the Project's contributions to strengthen the national level partners' (government & tripartite	AFML minutes,	ATP, ASEC, ACMW and

constituents) effective roles towards developing strategies in the ASEAN Forum on Migrant Labour and progress in the implementation of the ASEAN Cebu Declaration 2007?	ASEAN reports	other key partners,
43. Do the partners take ownership of the achievements and challenges of the Project?	Progress Reports, Work plans of partners	ATP, Key partners
44. What additional impacts do stakeholders foresee emerging after the Project's completion? Key areas to be considered include: a. Regional ASEAN policy frameworks and dialogues that the Project had contributed to. b. Capacity development efforts of ATP to cover labour migration issues relevant to governments, social partners and civil society. c. Tripartite participation in formulation and implementation of recommendations at the ASEAN Forum on Migrant Labour and other sub-regional and regional dialogues on labour migration.	Progress Reports, ASEAN reports, Work plans of partners	Key partners, ATP
45. Is there any planned exit strategy of the Project?	Progress Reports	ATP
46. What further actions required for sustainability of the Project supported initiatives?		ATP, Key partners & DWT
<b>G. Others: Knowledge Sharing, Lessons Learnt, Social Dialogue, Good Practices</b>		
47. What are the lessons learned and good practices noteworthy for documentation particularly concerning partnerships with ASEAN regional organisations and knowledge sharing?	Progress Reports, ASEAN reports	ATP, Key partners & DWT
48. What types of knowledge sharing product has the Project produced and what was its impact?	Progress Reports	All stakeholders
49. To what extent, the Project contributed to promoting relevant ILO standards (e.g. C181, C188, C189, C97 and C143)?	Progress Reports	ATP, DWT
50. What are the issues and recommendations that need to be taken into consideration in the next phase of the Project?	MTE, Progress Reports	ATP, Key partners, DWT
51. To what extent the tripartite partners were involved in various activities and different phases of the Project?	Progress Reports, MTE & Partners work plans	ATP, Tripartite partners, DWT

## Annex 4 Follow up actions to implement recommendations of the ATP MTE

Recommendation	Follow-up
Undertake a potential Impact analysis in order to better assess what the project will have achieved upon closure.	Impact analysis designed and presented in the draft M&E plan
Upgrade the Performance Measurement Framework with better defined indicators and improve reporting.	Revised Performance Management Framework presented in Annex IX.
Revisit job description of Technical Officer to be appointed.	Recruitment of TO underway (April 2015). TO to focus on M&E and CLM(V) program
Enhance communication in promoting the ratification of conventions.	<p>ATUC to launch a study to look at ratification of C143 and C189; including development of an advocacy plan of ATUC to promote the conventions.</p> <p>Primer on C189 launched and disseminated.</p> <p>CSO forum on C189 convened to capacitate CSO partners to advocate for its ratification.</p> <p>Information booklet on C181 drafted, to be published in May 2015.</p> <p>Gap analysis to promote C188 undertaken in Indonesia to promote ratification of the convention.</p>
Build on the interest raised in the fishing sector.	Second regional fishing to be held in April 2015; efforts to promote C188 in Indonesia supported by ATP.
Adjust and/or re-evaluate activities with limited potential impact and uncertain sustainability – support initiatives resulting from activities organized by beneficiaries	All meetings in the final year of implementation are either a follow-up activity to previous meetings and will result in the development or validation of regional tools and guidelines
Intensify initiatives and activities in favour of CLM countries.	A dedicated workplan for CLM(V) was developed in September 2014 and approved by all stakeholders
Consider funding the participation of government officials of Malaysia, Singapore and Brunei at all major events.	This issue was raised at PAC, however there are still limitations on extending funding to these governments
Consider merging the project with GMS TRIANGLE in a multi-donor trust-fund project with one single brand name (TRIANGLE) and working both at regional and national levels.	ASEAN TRIANGLE Project and GMS TRIANGLE project co-hosted the 9 <sup>th</sup> Sub-regional advisory committee meeting (SURAC) to discuss shared priorities and feed these into Phase II of the GMS TRIANGLE Project. The current design of Phase II includes an inception phase which allows for adjustment in the event of ASEAN TRIANGLE Phase II approval to ensure the projects address shared priorities.
Bring policy closer to the people with the help of trade unions and civil society.	Dedicated 3 year workprogram with ATUC developed. Workplan with TFAMW for 2015-2016 developed and being implemented.

## Annex 5 Key Recommendations of the Evaluability Assessment

The key recommendations of the Evaluability Assessment (March 2015) are as follows:

Key recommendations included:

**Recommendation 1:** *Articulate a clear goal statement for the project and define the use of immediate and end outcome statements to clearly reflect the desired end state of the project and enhance the overall logic structure.*

**Recommendation 2:** *Indicators are revised and adjusted to incorporate both qualitative and quantitative measures to better reflect the progress of the project and provide a basis of evidence for key stakeholders.*

**Recommendation 3:** *Review existing data sources and information and consider the application of other secondary data sources as a means of establishing a baseline (e.g. GMS project).*

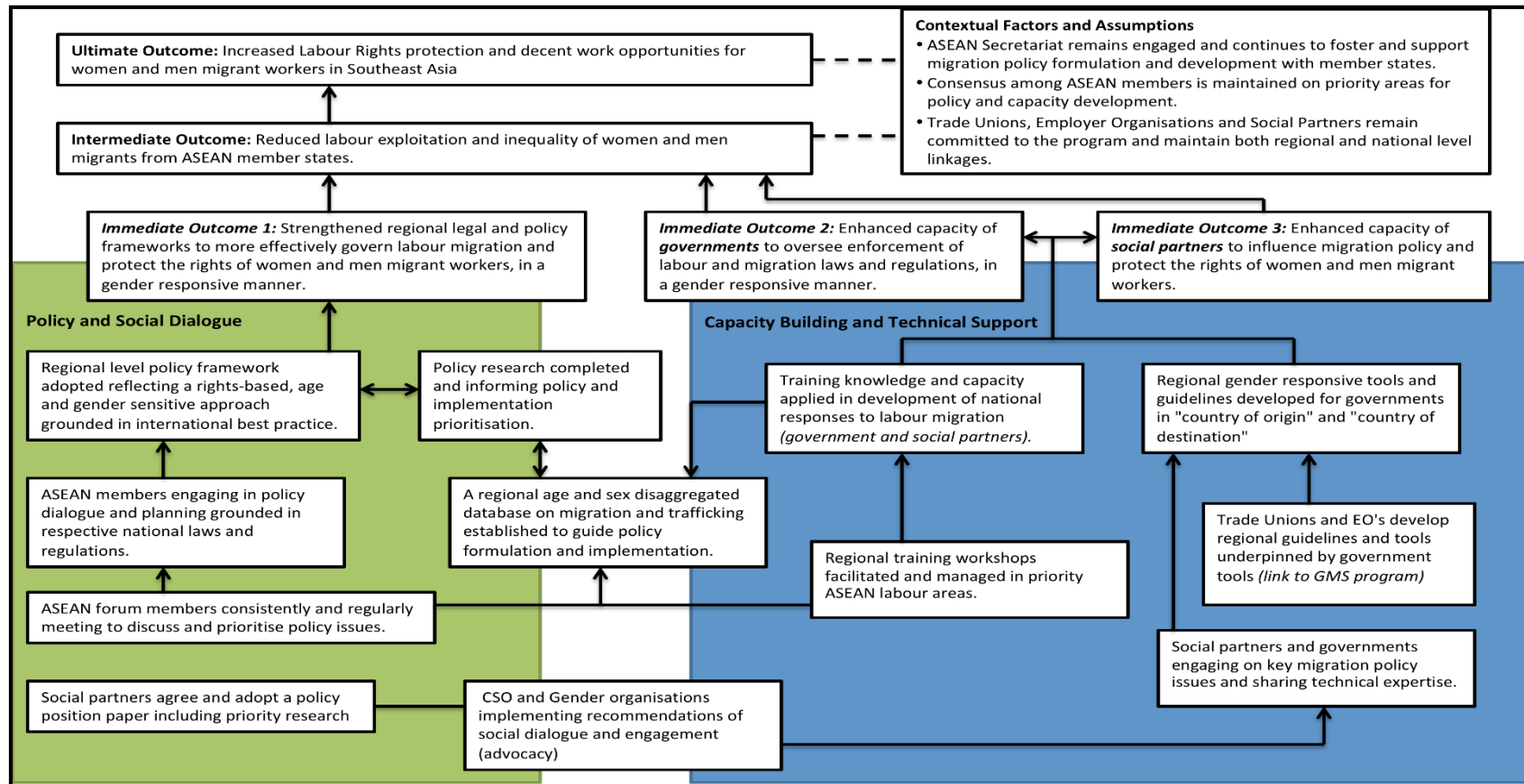
**Recommendation 4:** *Prepare a revised PMP Framework with defined; time bound indicators as a means to establish key milestones for the remainder of the project.*

**Recommendation 5:** *Key risks assessed and risk matrix updated taking into consideration high-level risks and broader contextual factors.*

**Recommendation 6:** *Implement a strategy to more effectively report against risk and lessons learned to demonstrate effectiveness of implementation and management arrangements.*

**Recommendation 7:** *The project to prepare an appropriate M&E Plan for the remainder of the program including details on an appropriate outcome study.*

## Annex 6 Revised ATP Logic Model (Theory of Change) of the M&E Plan



Source: M&E Plan (March 2015).



## Annex 7 Latest Revisions of LF and PMF by ATP Management

### A. Revised Logic Framework (LF)

<b>Title</b>	Tripartite Action to for the protection and promotion of the rights of migrant workers in the ASEAN (ASEAN TRIANGLE)					<b>No.</b>		<b>Team Leader</b>	
<b>Country/Region</b>	Southeast Asia (Cambodia, Indonesia, Lao PDR, Myanmar, Philippines, Thailand, Viet Nam)					<b>Budget</b>	USD 5.42m	<b>Durati on</b>	2012-2016
<b>Ultimate Outcome</b>	Increased labour rights protection and decent work opportunities for women and men migrant workers in Southeast Asia.								
	↑								
<b>Intermediate Outcome</b>	Reduced labour exploitation and inequality of women and men migrants from ASEAN Member States								
	↑			↑			↑		
<b>Immediate Outcomes</b>	100 Strengthened regional legal and policy framework to more effectively govern labour migration and protect the rights of women and men migrant workers, in a gender responsive manner.					200 Enhanced capacity of governments to oversee enforcement of labour and migration laws and regulations, in a gender responsive manner.			300 Enhanced capacity of social partners to influence migration policy and protect the rights of women and men migrant workers.
	↑	↑	↑	↑	↑	↑	↑	↑	↑
<b>Outputs</b>	110 The regional legal and policy framework on	120 Regional tools are developed to	130 Policy research completed	140 APMigration is one of the	150 A regional age- and sex-	210 Regional gender-responsive tools and guidelines are developed	220 Regional gender-responsive tools and guidelines are developed to	310 Gender-responsive tools and guidelines are developed to strengthen	320 Gender-responsive tools and guidelines are developed to strengthen

	migration reflect rights-based and age- and gender-sensitive principles from international standards and good practice.	provide increased protection for women, men and young migrants working in specific sectors.	and informing policy and implementation on prioritisation	main knowledge sharing platforms on labour migration that is used regularly by stakeholders for resources in Asia and the Pacific	disaggregated database on migration is established to guide the formulation of age- and gender-sensitive evidence-based migration policy.	to enhance the capacity of governments in countries of origin.	enhance the capacity of governments in countries of destination.	relations between and among workers' organizations.	relations between and among employers' organizations.
	↑	↑	↑	↑	↑	↑	↑	↑	↑
<b>Indicative Activities</b>	<p>111 Hold experts' roundtables on formulating international / regional migration policy and congruence with national legislation.</p> <p>112 Foster mutually beneficial cooperation with AICHR and ACWC to ensure more gender responsive and rights-based dialogue on migration in the ASEAN region.</p>	<p>121 Develop and promote standard employment contracts to better protect women and men migrants in specific risk sectors.</p> <p>122 Promote the development of an ASEAN Skills Recognition Framework, and advance the use of Regional Model Competency Standards in specific risk sectors, including domestic work.</p>	<p>131 Carry out and collect sex, age- and sector-disaggregated research on migration trends, and publish regular reports.</p> <p>123 Identify, document and share good practices on protecting women and men migrants in specific risk sectors at all stages of the migration cycle, with an</p>	<p>133 Support regional knowledge network through MAGNET - the Community of Practice on Migration and Anti-Human Trafficking</p>	<p>132 Establish ASEAN Regional Database, and deliver training on migration statistics and foster a network of statisticians from government institutions and academia.</p>	<p>211 Develop age- and gender-responsive regional guidelines on pre-employment and pre-departure training.</p> <p>212 Develop and deliver a training programme on overseas employment administration for CLMV countries.</p> <p>213 Provide technical assistance to strengthen emigration / immigration procedures and documentation in CLMV countries.</p>	<p>221 Develop regional tools on dispute resolution between migrant workers and their employers</p> <p>222 Develop regional guidelines on labour inspection in migrant-reliant sectors.</p> <p>223 Facilitate the development of regional guidelines and practical handbooks on OSH for women, men and young migrant workers.</p> <p>224 Produce and promote regional guidelines on HIV and</p>	<p>311 Promote regional guidelines on the role of trade unions in formulating migration policy and protecting the rights of women and men migrant workers.</p> <p>312 Develop regional guidelines on formulating agreements between trade unions in countries of origin and destination.</p> <p>313 Develop tools on the formation and empowerment of migrant associations in countries of origin and destination.</p>	<p>321 Strengthen the capacity of ACE to convene members (including from CLV countries) around migration-related issues.</p> <p>322 Develop tools to support good employers in protecting women and men migrant workers in their industry.</p> <p>323 Develop tools to support employers in skills training and certification for women and men migrant workers.</p> <p>324 Organize meetings to promote bilateral and multilateral cooperation</p>

	<p>113 Deliver training workshops for tripartite constituents and other regional bodies involved in combating trafficking and labour exploitation.</p> <p>114 Support the ASEAN Forum on Migrant Labour to share perspectives and build trust among tripartite constituents, and enhance participation and influence of CSOs, including women's and children's groups.</p> <p>115 Conduct regional workshops on migration management and the protection of the rights of specific vulne-</p>	<p>124 Promote ratification of the proposed ILO Convention on Decent Work for Domestic workers in the region.</p> <p>125 Identify, document and share good practices in the delivery of support through migrant resource centres</p> <p>126 Hold workshop to review regional standards based on national adaption and implementation.</p>	<p>emphasis on age- and gender-specific support.</p>			<p>214 Identify, document and share good practices on the development and use of migrant welfare funds.</p> <p>215 Develop and deliver regional training programme for labour attachés and consular officials.</p> <p>216 Develop regional protocols on maximizing the impact of migration on development.</p> <p>217 Hold workshop to review regional tools and guidelines based on national adaption and implementation.</p>	<p>migration in compliance with ILO Recommendation 200.</p> <p>225 Hold workshop to review regional guidelines based on national adaption and implementation.</p>	<p>314 Hold joint meetings between ATUC and ACE to address emerging issues, build trust and put forward common positions to the ACMW and ALM.</p> <p>315 Promote greater cooperation between ATUC and trade unions outside Southeast Asia.</p>	<p>between associations of recruitment agencies.</p>
--	--	---	--	--	--	--	---	--	--

	<p>able groups, including irregular migrant workers, women, ethnic minorities, children &amp; youth.</p> <p>116 Support a regional public education campaign to publicise international and regional human and labour rights instruments.</p>								
--	---	--	--	--	--	--	--	--	--

**B. Revised Performance Management Framework (PMF)**

Expected Results	Indicators	Baseline Data	Targets	Data Sources	Data Collection Methods	Frequency	Responsibility
<b>ULTIMATE OUTCOME</b>							
Increased labour rights protection and decent work opportunities for women and men migrant workers in Southeast Asia							
<b>INTERMEDIATE OUTCOME</b>							
Reduced labour exploitation and inequality of women and men migrants from ASEAN Member States	The estimated number of women and men labour migrants that are exploited	No corroborated estimates exist at national or regional levels	A decline in migrant exploitation acknowledged by government and non-government partners	Government and civil society reports monitoring working conditions in risk sectors for mi-grant women & men in the region	Consultation with government and non-government partners  Review of regular reports	Mid-term and Final Evaluation	Senior Project Officer
<b>IMMEDIATE OUTCOMES</b>							

Expected Results	Indicators	Baseline Data	Targets	Data Sources	Data Collection Methods	Frequency	Responsibility
100 Strengthened regional legal and policy framework to more effectively govern labour migration and protect the rights of women and men migrant workers, in a gender responsive manner	Regional instruments, standards and recommendations that are developed and adopted that can be used by women and men migrants to protect their rights	A Declaration was signed in 2007.	Regional instruments, standards and recommendations are rights-based, gender-sensitive & in line with international standards.	ACMW	Consultation with ACMW and national constituents.	Mid-Term and Final Evaluation	Senior Project Officer
200 Enhanced capacity of governments to oversee enforcement of labour and migration laws and regulations, in a gender responsive manner	Quality of government services are consistent with the standards set out in national policy, and in line with regional good practices	GMS TRIANGLE Desk Review completed. For Philippines and Indonesia Annex 8 in the project document and additional information to be collected <sup>3</sup>	AFML recommendation and recommendation from regional meetings are considered, adopted or implemented by ASEAN Member States <sup>4</sup>	Key stakeholders, including CSOs and women and men migrants.	Qualitative analysis of policy intention and adherence.	Inception Phase and Final Evaluation	National Project Coordinators (GMS and ASEAN TRIANGLE)

<sup>3</sup> This baseline data was changed, as reported in the Third Annual Report

<sup>4</sup> This target was changed, as report in the Third Annual Report

Expected Results	Indicators	Baseline Data	Targets	Data Sources	Data Collection Methods	Frequency	Responsibility
300 Enhanced capacity of social partners to influence migration policy and protect the rights of women and men migrant workers	Quality of engagement of social partners, including CSOs and women organizations, in policy dialogue and in interdisciplinary working groups on migration and trafficking	Relatively low across the region, but varies by country.	Social partners, CSOs & women's organizations promote rights of migrant & effective governance of labour migration.	Migration-related policy documents.	Review of policy documents, and consultation with tripartite constituents and CSOs, including women's organizations.	Mid-Term and Final Evaluation	National Project Coordinators (GMS and ASEAN TRIANGLE)
<b>OUTPUTS</b>							
110 The regional legal and policy framework on migration reflects rights-based and age- and gender-sensitive principles from international standards and good practice	Regional instruments, recommendations and work-plans on labour migration governance reflect international standards and good practices on gender equality and rights.	Baseline is zero.	Consultations will be held in at least three countries by the end of the project.	Meeting materials / agenda / participants list.	Review of meeting materials / agenda / participants list.	Final Evaluation	Chief Technical Advisor (GMS TRIANGLE) and Senior Project Officer
	Extent of cooperation between ACMW and other regional bodies (AICHR, ACWC and	Baseline is zero.	Specific criteria & targets set with labour ministries and social partner representatives	Workshops and meetings agendas.	Review of agendas, and consultation with participants.	Mid-Term and Final Evaluation	Senior Project Officer

Expected Results	Indicators	Baseline Data	Targets	Data Sources	Data Collection Methods	Frequency	Responsibility
	SOM-TC) on exploitation of labour migrants.		including through the regular PAC & SURAC meetings & are reflected in annual workplans <sup>5</sup>				
120 Regional tools are developed to provide increased protection for women, men and young migrants working in specific sectors	Number of tools developed and their adoption/utilisation.	Baseline is zero.	Specific criteria & targets set with labour ministries and social partner representatives including through the regular PAC & SURAC meetings <sup>6</sup>	Key stakeholders, including women and men migrants.	Qualitative and quantitative study on the impact of bilateral standards.	Final Evaluation	Senior Project Officer and National Project Coordinators
130 Policy research completed and informing policy and implementation prioritisation <sup>7</sup>	Research and analysis commissioned by the project is quoted by tripartite constituents in	Baseline is zero	Specific criteria & targets set with labour ministries and	Policy pronouncements from	Consultation with labour officials the ASEAN Countries	Six monthly	Senior Project Coordinator

<sup>5</sup> This target was refined (indicated in 3<sup>rd</sup> Annual report)

<sup>6</sup> This target was refined (indicated in 3<sup>rd</sup> Annual report)

<sup>7</sup> Outputs 130 and 140 were amended post 3<sup>rd</sup> Annual report



Expected Results	Indicators	Baseline Data	Targets	Data Sources	Data Collection Methods	Frequency	Responsibility
	policy formulation and evaluation exercises <sup>8</sup>		social partner representatives including through the regular PAC & SURAC meetings <sup>9</sup>	tripartite constituents			
140 APMigration is one of the main knowledge sharing platforms on labour migration that is used regularly by stakeholders for resources in Asia and the Pacific	Number of MAGNET outputs (discussion forums, consolidated replies and resources uploaded by members). <sup>10</sup>	Baseline is zero	Increased number of knowledge resources and members on APMigration <sup>11</sup>	APMigration data	Report prepared by ILO COP Administrator	Annual review	Senior Project Officer
150 A regional age- and sex-disaggregated database on migration is established to guide the formulation of age- and	A regional database is established and operational <sup>12</sup>	There is a dearth of corroborated, up-to-date, sex-	Corroborated, up-to-date, sex-disaggregated	Regional database	Annual survey through labour migration data focal points <sup>14</sup>	Annual	Senior Project Officer and National Project Coordinators

<sup>8</sup> Indicator remains the same, but lined to new output

<sup>9</sup> This target was refined (indicated in 3<sup>rd</sup> Annual report)

<sup>10</sup> Indicator remains the same, but lined to new output

<sup>11</sup> This target was refined (indicated in 3<sup>rd</sup> Annual report)

<sup>12</sup> New indicator, adjusted post third annual report

<sup>14</sup> Data sources have been refined

Expected Results	Indicators	Baseline Data	Targets	Data Sources	Data Collection Methods	Frequency	Responsibility
gender-sensitive evidence-based migration policy		disaggregated data available.	data is available. <sup>13</sup>				
210 Regional gender-responsive tools and guidelines are developed to enhance the capacity of governments in countries of origin	The number developed and the extent to which countries of origin adopt elements of regional tools and guidelines in national standards and practices	Baseline is zero.	Specific criteria and target to be set with labour ministries and key stakeholders.	National labour administration guidelines.  Regional tools and guidelines  Follow up interviews <sup>15</sup>	Consultation with labour officials in the ASEAN countries.	Mid-Term and Final Evaluation	National Project Coordinators (GMS and ASEAN TRIANGLE)
	Extent to which governments in countries of origin incorporate the gender-specific elements of the regional tools into national standards and practices	Baseline is zero.	Specific criteria and target to be set with labour ministries and key stakeholders.	National labour administration guidelines.  Follow up interviews	Consultation with labour officials in the ASEAN countries.	Mid-Term and Final Evaluation	National Project Coordinators (GMS and ASEAN TRIANGLE)

<sup>13</sup> Target remains the same, but lined to new output

<sup>15</sup> Data sources have been refined

Expected Results	Indicators	Baseline Data	Targets	Data Sources	Data Collection Methods	Frequency	Responsibility
220 Regional gender-responsive tools and guidelines are developed to enhance the capacity of governments in countries of destination	Extent to which countries of destination adopt elements of regional tools and guidelines in national standards and practices	Baseline is zero.	Specific criteria and target to be set with labour ministries and key stakeholders.	National labour administration guidelines.  Regional tools and guidelines  Follow up interviews	Consultation with labour officials in the ASEAN countries.	Mid-Term and Final Evaluation	National Project Coordinators (GMS and ASEAN TRIANGLE)
	Extent to which governments in countries of destination incorporate the gender-specific elements of the regional tools into national standards and practices	Baseline is zero.	Specific criteria and target to be set with labour ministries and key stakeholders.	National labour administration guidelines.  Follow up interviews	Consultation with labour officials in the ASEAN countries.	Mid-Term and Final Evaluation	National Project Coordinators (GMS and ASEAN TRIANGLE)
310 Gender-responsive tools and guidelines are developed to strengthen relations between and among workers' organizations	# of bilateral trade union agreements in operation between trade unions within and outside the region.	Number of agreements deemed to be 'in operation' to be determined.	Specific criteria and targets to be set with ATUC.	Trade unions, migrant associations, women and men migrants.	Reports from trade unions, qualitative feedback from women and men migrants.	Inception Phase, Mid-Term and Final Evaluation	Senior Project Officer and National Project Coordinators

Expected Results	Indicators	Baseline Data	Targets	Data Sources	Data Collection Methods	Frequency	Responsibility
320 Gender-responsive tools and guidelines are developed to strengthen relations between and among employers' organizations	Extent to which regional tools are implemented by employers and employers' organizations at the national level	Baseline is zero.	Specific criteria and target to be set with ACE.	Employers' organizations, employers, women and men migrants.	Reports from employers' organizations, qualitative feedback from employers & migrants.	Mid-Term and Final Evaluation	National Project Coordinators (GMS and ASEAN TRIANGLE)

## Annex 8 List of Regional Tools produced by ATP

List of 15 Regional Tools produced by ATP, including guides, manuals and curricula, as follows:

Name of Publication	Link	#Copies printed	Distribution
1. A primer on ILO Convention No. 189 (Domestic Workers Convention) & RA 10361 Domestic Workers Act (Batas Kasambahay)	<a href="http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_334260.pdf">http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_334260.pdf</a>	200 copies	printed and distributed at the CSO meeting on C189 in 2014; distributed by Philippines Migrant Rights Watch (PMRW)
2. Compendium of Recruitment Practices, Emigration Procedures, Complaints Mechanisms, Bilateral Agreements and Use of Standardized Contracts	<a href="http://apmigration.ilo.org/country-profiles">http://apmigration.ilo.org/country-profiles</a>	Online publication only	Launch announced by APMigration newsletter
3. Financial education course for ASEAN migrant workers: Guide for trainer and Financial planner for ASEAN migrant workers	Financial planner: <a href="http://apmigration.ilo.org/resources/financial-planner-for-asean-migrant-workers">http://apmigration.ilo.org/resources/financial-planner-for-asean-migrant-workers</a> ;  Guide for Trainers: <a href="http://apmigration.ilo.org/resources/financial-education-course-for-asean-migrant-workers-guide-for-trainers">http://apmigration.ilo.org/resources/financial-education-course-for-asean-migrant-workers-guide-for-trainers</a>  Video: ASEAN TRIANGLE Financial Education Campaign in Singapore: Development, Implementation and Results: <a href="http://apmigration.ilo.org/resources/video-asean-triangle-financial-education-campaign-in-singapore-development-implementation-and-">http://apmigration.ilo.org/resources/video-asean-triangle-financial-education-campaign-in-singapore-development-implementation-and-</a>	1000 printed copies; 300 copies on USBs	570 copies given to partners in Singapore (including labour attachés, embassies and CSOs, banks, Indonesian ministry of foreign affairs); 60 copies given to partners in Malaysia; copies given to DFATD, AusAID, TFAMW, ATUC, ACE, GMS TRIANGLE Partners); remaining copies to be used when training is replicated in Thailand in April 2016.

	<p><a href="#">results</a></p> <p>Video: ASEAN TRIANGLE Financial Education Course: Enhancing the Development Contribution of Migrant Workers:  <a href="http://apmigration.ilo.org/resources/video-asean-triangle-financial-education-course-enhancing-the-development-contribution-of-migrant-workers">http://apmigration.ilo.org/resources/video-asean-triangle-financial-education-course-enhancing-the-development-contribution-of-migrant-workers</a></p>		
4. Pre-departure training curriculum: Viet Nam to Malaysia; Viet Nam to Taiwan; Cambodia to Malaysia; Cambodia to Thailand; Laos to Thailand (Facilitator's manual and Participant's manual for each) (in collaboration with GMS TRIANGLE)	<p><a href="http://www.ilo.org/asia/whatwedo/publications/WCMS_314224/lang--en/index.htm">http://www.ilo.org/asia/whatwedo/publications/WCMS_314224/lang--en/index.htm</a></p>	300 copies of each training curriculum	Distributed to implementing partners (Government, Recruitment agencies, trade unions) in Cambodia, Lao PDR and Viet Nam)
5. Migrant Worker Resource Centre Operations Manual (in collaboration with GMS TRIANGLE)	<p><a href="http://www.ilo.org/wcmstp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_312456.pdf">http://www.ilo.org/wcmstp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_312456.pdf</a></p>	300 copies printed.  Translated to Vietnamese, Khmer, Laotian	Distributed by the GMS TRIANGLE project to partners implementing Migrant Worker Resource Centres
6. Monitoring and evaluation guide for migrant worker resource centres (in collaboration with GMS TRIANGLE)	<p><a href="http://labordoc.ilo.org/record/461854?ln=en">http://labordoc.ilo.org/record/461854?ln=en</a></p>	Online publication only	Training on the guide provided to stakeholders running Migrant Worker Resource Centres
7. Guide on developing an international labour migration statistics database in ASEAN: Towards more effective data collection and sharing	<p><a href="http://www.ilo.org/asia/whatwedo/publications/WCMS_374212/lang--en/index.htm">http://www.ilo.org/asia/whatwedo/publications/WCMS_374212/lang--en/index.htm</a></p>	500	ILO library, ILO Geneva, Regional Migration Technical Working Group; ASEAN Ministries of Labour and statistical offices, ASEAN secretariat, UNESCAP, UNWomen,

			IOM, DFATD, distributed at relevant meetings including ILMS regional meeting; ILMS national meetings; 8 <sup>th</sup> AFML; COMPAS training)
8. Survey tools to measure migration costs, in cooperation with KNOMAD (World Bank)	Not yet published	N/A	N/A
9. Protection of migrant workers in the employment process: International standards and guiding principles given by the Private Employment Agencies Convention, 1997 (No. 181) and Private Employment Agencies Recommendation, 1997 (No. 188)	<a href="http://www.ilo.org/asia/whatwedo/publications/WCMS_448662/lang--en/index.htm">http://www.ilo.org/asia/whatwedo/publications/WCMS_448662/lang--en/index.htm</a>	Online publication only	
10. Training curriculum: Regional labour attaché training curriculum	Not yet published	N/A	N/A
11. Training curriculum: ASEAN Economic Integration and Labour Migration: Challenges and Opportunities (Jointly with ILO – COMAPS-ITC Turin)	<a href="http://www.ilo.org/asia/whatwedo/publications/WCMS_320624/lang--en/index.htm">http://www.ilo.org/asia/whatwedo/publications/WCMS_320624/lang--en/index.htm</a>	50	ILO library, DFATD, participants of the third ILO-ITC-COMPAS Course collaboration (including ministries of labour, ACE, ATUC, TFAMW, and ASEAN Secretariat
12. Training curriculum: Regional labour attaché training curriculum	<a href="http://www.ilo.org/asia/whatwedo/events/WCMS_322426/lang--en/index.htm">http://www.ilo.org/asia/whatwedo/events/WCMS_322426/lang--en/index.htm</a>	N/A	N/A
13. Guide of Indicators to Measure Labour Migration Policy Impact in ASEAN Member States	<a href="http://www.ilo.org/asia/whatwedo/publications/WCMS_461880/lang--en/index.htm">http://www.ilo.org/asia/whatwedo/publications/WCMS_461880/lang--en/index.htm</a>	100	50 copies to be distributed at the 9th ACMW meeting in May 2016
14. Gender Equality in labour Migration laws, regulation and management in ASEAN: A Guide and Toolkit	To be published in April 2016	N/A	N/A
15. Manual for establishing Labour attaché programs in CLMV	Not yet published	N/A	N/A

## Annex 9 List of Regional Research completed by ATP

List of 12 Regional Research Papers completed by ATP, as follows:

Name of Publication	Link	#Copies printed	Distribution
1. Policy Paper on Occupational Safety and Health for the protection of migrant workers, plus collection of good practices	Not yet published	N/A	Distributed at the 8 <sup>th</sup> ASEAN Forum on Migrant Labour in Kuala Lumpur, October 2015
2. Migration in ASEAN in figures: The International Labour Migration Statistics (ILMS) Database in ASEAN	<a href="http://www.ilo.org/asia/whatwedo/publications/WCMS_420203/lang--en/index.htm">http://www.ilo.org/asia/whatwedo/publications/WCMS_420203/lang--en/index.htm</a>	400	Distributed to ministries of labour and statistical offices in ASEAN, ILO Geneva, ILO ROAP, participants of the ILMS launch and the 8 <sup>th</sup> AFML
3. Analytical report on the International Labour Migration Statistics (ILMS) database in ASEAN: Improving data collection for evidence-based policy-making	<a href="http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_431613.pdf">http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_431613.pdf</a>	400	Distributed to ministries of labour and statistical offices in ASEAN, ILO Geneva, ILO ROAP, participants of the ILMS launch and the 8 <sup>th</sup> AFML
4. Background Paper used and presented during the 7th ASEAN Forum on Migrant Labour: Progress on the implementation of recommendations adopted at the 3–6th AFML	<a href="http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_395565.pdf">http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_395565.pdf</a>	500	Distributed to 10 ASEAN Member States Ministries of Labour; to all participants at the 8 <sup>th</sup> AFML and AFML prep-meetings; ILO Geneva and ILO ROAP, as well as to relevant donor agencies, including Canada, Australia and SDC



5. Issues paper on the Coordination and role of key stakeholders in setting up and implementing policies and procedures to facilitate recruitment, preparation, protection abroad, and return and reintegration (presented during the 7 <sup>th</sup> AFML)	<a href="http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_436468.pdf">http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_436468.pdf</a>	Online publication only	Presented at the 7 <sup>th</sup> AFML in Myanmar, 25-26 <sup>th</sup> November 2015.
6. Review of the effectiveness of the MOUs in managing labour migration (jointly with GMS TRIANGLE Project)	<a href="http://www.ilo.org/asia/whatwedo/publications/WCMS_356542/lang--en/index.htm">http://www.ilo.org/asia/whatwedo/publications/WCMS_356542/lang--en/index.htm</a>	Online publication only	Presented at national meetings to review the MoU between Thailand, Cambodia, Myanmar and Lao PDR
7. ILO Convention No.188 Gap Analysis	Will not be published but is instead an internal document of the Ministry of Manpower	N/A	Presented at an inter-ministerial and a tripartite validation meeting in Indonesia in April and September 2015
8. Background Paper to the 5th AFML: Progress on the implementation of recommendations adopted at the 3rd and 4th ASEAN Forums on Migrant Labour	<a href="http://www.ilo.org/asia/whatwedo/publications/WCMS_219040/lang--en/index.htm">http://www.ilo.org/asia/whatwedo/publications/WCMS_219040/lang--en/index.htm</a>	500	Distributed to 10 AMS Ministries of Labour; 7 <sup>th</sup> AFML; 7 <sup>th</sup> AFML preparatory meetings
9. Assessment of the readiness of ASEAN Member States for implementation of the commitment to the free flow of skilled labour within the ASEAN Economic Community from 2015	<a href="http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_310231.pdf">http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_310231.pdf</a>	300	Distributed at: Regional Skills Meeting (2014 and 2015), ILO Geneva, ILO ROAP; donor agencies)
10. Work in fishing in the ASEAN region: Protecting the rights of migrant fishers	<a href="http://www.ilo.org/asia/whatwedo/publications/WCMS_306645/lang--en/index.htm">http://www.ilo.org/asia/whatwedo/publications/WCMS_306645/lang--en/index.htm</a>	500	Distributed to: ILO Manila and ILO Jakarta, ILO library, ILO Geneva, all participants of the Regional Fishing Meeting (2105), Canadian Government)

11. Recruitment of ASEAN Migrant Workers into the fishing industry (Case Study: Taiwan (China))	Not published	N/A	Presented at the Regional Meeting on Work in Fishing, September 2013, Makassar, Indonesia
12. Use of foreign labour to meet labour shortages in dynamic East and South-East Asian economies	<a href="http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_219023.pdf">http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_219023.pdf</a>	N/A	Presented at the ILO-ADBI-OECD roundtable on labour migration

*Source: ILO Project Concept Note, ASEAN TRIANGLE Phase II (2016: 12)*





## Annex 10 Selection of Documents Consulted

### *Selection of Documents consulted for the evaluation:*

- 1) ATP Project Document
- 2) ATP Project brief
- 3) ATP Annual report 2013, 2014, and 2015
- 4) ATP Phase II Concept Note
- 5) ATP semi-annual reports (2015-16)
- 6) ATP quarterly reports (2015-16)
- 7) NPC reports (2015-16)
- 8) Mid-term evaluation and ATP report on follow-up to Mid-term evaluation
- 9) ATP Impact Assessment report (Ty's study)
- 10) ATP M&E plan
- 11) ATP participant database
- 12) Background documents on ASEAN + ASEAN Secretariat, including in particular:  
ASEAN Secretariat (2014): Mid-Term Review of the ASEAN Socio-Cultural Community Blueprint (2009-2015). Regional Assessment Adopted by the ASEAN Leaders at the 23rd ASEAN Summit in March 2013. Published: Jakarta, 2014.
- 13) ALM workplan (2010-2015; drafts for 2016-2020)
  - ASEAN Labour Ministers' Work Programme 2016-2020. Draft, 21 December 2015.
- 14) Relevant SLOM and ACMW documents
  - SLOM Working Group on Progressive Labour Practices to Enhance the Competitiveness of ASEAN (SLOM-WG) Work Plan 2016-2020. Draft, 21 December 2015
- 15) ILO-ASEAN MOU
- 16) Overview of ATP Partners (ATUC, ACE, ASEC, TFAMW)
- 17) Relevant donor documents: Canada-ASEAN Joint Declaration and Plan of Action
- 18) ATP Key publications: 2 AFML background paper and booklets; ILMS Analytical report, guide and statistical booklet; Financial planner and trainers guide, skills assessment report; COMPAS publication.
- 19) PowerPoint Presentations of Joint ACE-ATUC Meeting on 8 March 2016 in Bangkok.
- 20) PowerPoint Presentations of PAC Meeting on 17 March 2016 in Manila.