



Evaluation Unit (EVAL)

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- **TC/SYMBOL:** **RAS/05/M14/JPN; RAS/06/M09/JPN; RAS/07/M10/JPN; RAS/08/09M/JPN; RAS/08/13M/JPN; RAS/09/06M/JPN; RAS/09/04M/JPN**
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- **Technical Backstopping Office:** **MIGRANT**
- **Evaluator(s):** **Hariëtte Mingoen**
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List of Acronyms

| | |
|----------|--|
| ACRA | Cambodian Association of Recruitment Agencies |
| APINDO | Employers' Association of Indonesia |
| APJATI | Manpower Services Association |
| ASEAN | Association of South-Asian Nations |
| AUSAID | Australian Aid |
| BP2TKI | Indonesian Migrant worker placement agency |
| BSR | Business for Social responsibility |
| CAMFEBA | Cambodian Association of Employers |
| CARAM | Coordination of Action Research on Aids and Mobility |
| COMMIT | Coordinated Mekong Ministerial Initiative |
| CWPD | Cambodian Women for Peace and Development |
| CTA | Chief Technical Adviser |
| DWCP | Decent Work Country Program |
| DWT | Decent Work Team |
| EC | European Commission |
| EOM | Employment Operations Manual |
| EU | European Union |
| HRDF | Human Rights Development Foundation |
| ILC | International Labour Conference |
| ILO | International Labour Organization/Office |
| ILO JPO | ILO Joint Project Office (Cambodia) |
| ILO ROAP | International Labour Office for Asia and the Pacific |
| IOM | International Organization of Migration |
| IPEC | International Program on the Elimination of Child Labour |
| LFTU | Lao Federation of Trade Unions |
| LSCW | Legal Support for Children and Women |

| | |
|-------------|--|
| MFLM | Multilateral Framework on Labour Migration |
| MIGRANT | International Migration Program, ILO Geneva |
| MOL | Ministry of Labour |
| MOLSW | Ministry of Labour and Social Welfare |
| MOLVT | Ministry of Labour and Vocational training |
| MOU | Memorandum of Understanding |
| NGO | Non-governmental organization |
| NPC | National Project Coordinator |
| PALMAP | ILO Plan of Action on Labour Migration in Asia Pacific |
| PRODOC | Project Document |
| PDR | Peoples Democratic Republic |
| SBMI | Union of Indonesian Migrant Workers |
| SEAFAST | South East Asian Food Agriculture Science and Technology |
| SRO-Bangkok | ILO Subregional Office for East Asia |
| TICW | Trafficking in Children and Women |
| UN | United Nations |
| UNFPA | United Nations Population Fund |
| UNIAP | United Nations Inter-Agency project on Human Trafficking |
| UNICEF | United Nations Fund for Children |
| UNIFEM | United Nations Development Fund for Women |

ILO/Japan project Managing Cross-Border Movement of Labour in Southeast Asia Report of the final evaluation

1. Executive Summary

The ILO project Managing Cross-Border Movement of Labour in Southeast Asia started operations in September 2006 for a period of 5 years. The project, funded by the Government of Japan through the Ministry of Health, Labour and Welfare, ends in December 2010.

The project is designed with the objective to assist participating countries to promote decent employment opportunities at home and abroad through effective labour migration management.

The PRODOC envisioned that the project's interventions would ' build capacities for formulating coherent and comprehensive policies on labour migration and effectively administering them and promoting closer cooperation between origin and host countries' and that the project's strategy would consists of:

- Promotion of a more informed debate involving the tripartite groups on the employment and treatment of foreign workers in destination countries.
- Promotion on how best to provide national workers with better employment options at home and abroad.
- Contribute to the effectiveness of groups advocating ILO principles in the reform of policy and administration. Workers' and employers' organizations, civic groups, migrant associations and other organizations that can effectively push for reform would be targeted for assistance under the project.
- Dedicate considerable project resources for promoting bilateral, local level consultations on how to deal with practical problems in policy implementation. Attention will be given to local authorities to give them a say on how policies are to be carried out.

A mid-term review was conducted at the end of 2008, when the ILO commissioned an independent cluster evaluation of the

1. ILO/UNIFEM/EC Asian Program on Governance of Labour Migration (RAS/05/M02/EEC)
2. ILO/Japan Project on Managing Cross-border movement of Labour in Southeast Asia (RAS/05/M14/JPN).

The mid-term evaluation concluded that the project played a very useful role in supporting the process of developing a rights-based approach to labour migration

governance in target countries in the region. The evaluation reported the positive feedback from national stakeholders and there was evidence of the impact of the project on the approach to labour migration governance in participating countries. The project had thus made good contributions to the ILO ROAPs regional outcomes as well as to the implementation of the ILO Plan of Action on Labour Migration in Asia and the Pacific.

Final evaluation

The final evaluation, conducted in November 2010, examined in accordance with the evaluation Terms of References, whether the project has achieved its objectives and to what extent it has contributed to the ILO Decent Work country outcomes on labour migration in participating countries, and the ILO Plan of Action on Labour Migration in Asia Pacific. The evaluation assessed the extent to which the project management has acted upon the recommendations of the mid-term independent evaluation.

The evaluation looked at the lessons learnt and possible good practices particularly on the labour migration management identified by the project, the synergy with the other ILO projects, and the potential collaboration between the labour sending and the labour receiving countries in the Mekong Sub-region.

Conclusions

The final evaluation concluded:

1. that overall the project was able, despite deficiencies in the project design and budgetary constraints, to achieve results that are of strategic importance for the participating countries, on the way to improve the management of domestic and cross-border labour migration. Deficiencies in the project design were found in the formulation of immediate objective 2 and immediate objective 4, and in the formulation of outputs. Not all the outputs –as formulated in the PRODOC- could possibly be tackled by the project as they are beyond the control and responsibility of the project or the ILO. The project has therefore partly attained the outputs and immediate objectives of the project as described in pages 33-37. Attainment was best with regard to output 1.1 and 1.5 under immediate objective 1; output 2.1 and 2.2 under immediate objective 2; all outputs under objective 3 were addressed in each country with attainment of results, however in a varying limited degree; and finally in output 4.4. under immediate objective 4, but limited to Indonesia.

Overall the results are more profound in **Cambodia, Lao PDR and Indonesia** than in **Thailand**; in **Cambodia** with the formulation of a Labour Migration Policy, the revision of Sub-Decree 57 on the sending of Khmer Workers abroad and the formation of the Cambodian Association of Recruitment Agencies; in **Lao PDR**, with the Decree on Employment Services and the development of an Employment

Operations Manual that will assist the government of Lao PDR in improving the operations and management of Employment Centers, in **Indonesia** with the amendment of the local Ordinance, the formation and structured consultations of the Migrant Workers Working Group, the active engagement of the Migrant Workers Union (SBMI) and its growing outreach in many districts in East Java, and the cooperatives formed by the migrant workers.

Compared to the achievements in the three countries, the project has attained less in **Thailand**, although there are indications that perceptions and attitudes are changing among the social partners, which may lead to the development of policies that are more supportive towards the protection and promotion of migrant workers rights. One outstanding example is the initiative to review and amend the Alien Employment Act by the Standing Committee on Labour of Thailand's House of Representatives.

2. With these achievements in the participating countries, the project contributed significantly towards recognition of the urgent need to improve governance of labour migration. In every participating country the project attained tangible results for the governments and the ILO to build on. The results represent windows of opportunity for strengthening ILO's role in establishing labour migration management policies as partners are looking up to the ILO for further assistance.
3. The project has contributed to achieving the Decent Work Country Program priorities in the participating countries as well as PALMAP and MFLM, as described in the following chapters.
4. The project has contributed to improving practices of social dialogue and has contributed to greater awareness of international labour standards and ILO's policy frameworks concerning the promotion and protection of the rights of migrant workers.
5. The project has been more successful in addressing issues for improved governance of labour migration than in developing economic activities to boost local economies of the targeted countries, with the exception of Indonesia, where through entrepreneurship training, financial literacy, skills- and micro-finance training, as well as strengthening of migrant workers' cooperatives, migrant workers are stimulated to invest their earnings more profitably for themselves and their families, which could contribute to the development of economically thriving communities.
6. The project was not very successful in improving remittance services for migrant workers, particularly as regards the Burmese, Cambodian and Laotian migrant workers in Thailand . Sensitization of financial institutions to support these migrant

workers' access to financial services, including services for safe and efficient transfer of remittances, did not lead to groundbreaking initiatives due to the poor financial infrastructure and complicated banking procedures in both sending and receiving countries. On a limited scale, commercial banks in Thailand have started introducing ATMs with services in the Burmese language.

7. The project has operated predominantly at national level by advocating and facilitating processes leading to the development of labour migration policy, procedures to promote orderly migration, improving working conditions and better protection for migrant workers. It has not reached the stage of introducing interventions, linking and involving both sending and receiving country directly.

Recommendations

The final evaluation concurs with the recommendations of the mid-term evaluation and adds to those the following recommendations addressed to ILO ROAP and the Decent Work Technical Support Team:

1. That the work undertaken thus far by the ILO/Japan project be built upon and expanded. The Policy on Labour Migration, the revision of Sub-Decree 57, the strengthening of the Association of Recruitment Agencies in its attempt to develop a Code of Conduct (Cambodia); the Decree on Employment services and the Manual to guide the operations and management of Employment Services Centres (Lao PDR) are tangible opportunities, when properly followed up, to address labour migration in all its forms systematically. It is recommended that the ILO continues its involvement by providing the needed technical assistance, including ensuring the participation of all stakeholders, which needs strengthening in all the participating countries. The new ILO labour migration project funded by AUSAID, known as the **Triangle project** provides a concrete opportunity to do so.
2. Indonesia is not a target country in the Triangle project. For the time being follow-up will be provided by the Migrant Workers project. This project will however cease operations in 2011. It is therefore recommended that the ILO seek funding opportunities to develop a follow-up project to cover Indonesia as sending and Malaysia as receiving country. Such a follow-up project should focus on assistance to improve bilateral agreements, including its implementation between the two countries. The East Java authorities and Migrant Workers Union have indicated that many well prepared Indonesian migrant workers from East-Java are confronted with situations contrary to what they have been prepared for, like substitution of contracts upon arrival, passports being confiscated by employers, wages and working conditions not in accordance with what was

agreed. Improvement of institutions and institutional arrangements are also needed in the receiving country to provide support and assistance to workers. Such a project would be in line with ILO Conventions and also support the two countries in responding to the ASEAN Declaration on Protection and Promoting the Rights of Migrant Workers.

3. The ILO should seek to be technically involved in the meetings of the ASEAN Committee on the implementation of the ASEAN Declaration, as was the case under the ILO/Japan project with the convening of the 2nd Committee meeting in Chiang Rai, Thailand. The ILO/Japan project provided technical support and input during the preparatory process. ILO's role is to ensure that basic fundamental rights of workers are recognized and that necessary measures are taken at the regional level to protect and promote these rights, such as through standardization of contracts at the regional level incorporating provisions of minimum labour standards between both sending and receiving countries in accordance with international labour standards and ILO's MFLM. ILO could also bring in expertise and good country-level Decent Work practices and where possible linking them with sub-regional and regional cooperation initiatives.
4. It is recommended that ILO identifies opportunities for linking ILO projects with other UN agencies, IOM as well as Intra-governmental committees (such as COMMIT) and Working Groups on Human Trafficking, that are active in the area of managing labour migration, especially in circumstances where ILO's presence at the country-level is limited like in Lao PDR. Apart from synergies, this could contribute to a faster take off of a project that does not have a country-level project team as was the case with the ILO/Japan project. ILO could attain much by contributing to the facilitation of processes as shown in Lao PDR with the formulation of the Decree on Employment Services.
5. It is recommended to facilitate exchange of country-level experiences between the participating countries. For instance, Lao PDR could learn from the processes (do's and don'ts) in Cambodia, where establishing an Association of Recruitment Agencies and the formulation of a Code of Conduct is in a more advanced stage.
6. On Lao PDR it is recommended to look into the possibility of providing follow-up training and equipment support so that the interventions on LMI are not wasted.

Good practices

Good practices derived from the project are:

1. The engagement between government and civil society in Cambodia and Indonesia leading to the integration of civil society concerns in the Labour Migration Policy (Cambodia); common efforts to revise the local Ordinance as well as the formation of a Migrant Workers Working Group that holds structured regular consultations involving a broad spectrum of stakeholders (Indonesia). This is an important achievement as this ensures broader advocacy and monitoring of migrant workers' interests.
2. In the absence of a country-level project team of the ILO/Japan project, specifically the MOLVT Cambodia and MOLSW Lao PDR have been given a lead role in the implementation of project activities. This has had a positive impact on these partners, who by taking responsibility and by doing, have gained knowledge and insights into the complex dimensions of labour migration and are able to articulate views in negotiations and meetings dealing with labour migration.
3. The synergy between ILO projects and experts, in particular in the technical assistance provided to Lao PDR, leading to the development of the Employment Operations Manual, with proper integration of an overseas employment component.
4. The push that was given by the project at the final stage of the formulation of the Employment Decree in Lao PDR. Convening consultations to review the text of the Draft Decree was a good opportunity to ensure that labour standards are properly addressed in what was not entirely the fruit of ILO's labour. The consultations at that stage were critical to give a final push to the Decree.
5. Cooperation with social partners who have mobilizing power and the capacity to reach out to larger segments of society and the media (SBMI in Indonesia and HDRF in Thailand) has been of strategic importance for the wider outreach of the project.
6. The social dialogue in Thailand involving Burmese migrant workers communities, NGOs and the provincial labour office in Tak Province, through para-legal training and consultations, has contributed to a consultative approach and improved relations between the provincial labour office and NGO-representatives of migrant workers on legal matters.

The social dialogue in Thailand included also bringing together governmental bodies in 5 provinces in the North of Thailand that have a high density of migrant workers. Participants include hospital workers, immigration officials, labour and social welfare officials, police and local administrators to stimulate coordination and cooperation. The dialogues have been very fruitful in discussing problems regarding referral of migrant workers and victims of irregular migration. It appeared that officials did not know each other. The dialogues have improved service delivery and consultations

between concerned offices. This could be replicated in provinces where there are large communities of migrant workers.

7. The attempt to help the target countries and more specifically migrant workers to develop and promote savings and productive investments of remittances, has not only looked into openings in the formal banking system but also into developing alternative savings and investments opportunities that are traditionally closer to the local communities such as (savings) cooperatives in Indonesia.
8. The involvement of Thai experts in the trainings organized in Cambodia and Lao PDR is a good practice. This contributes to mutual exchange and a better understanding of the challenges and constraints that both Cambodia and Lao PDR are facing as sending countries and Thailand as receiving country.
9. The timely development of a follow-up project, specifically the Triangle project, including assuring its funding is a good practice. This enables the ILO to provide timely follow-up to the achievements of the ILO/Japan project.

2. Background of the Project

The ILO/Japan Managing Cross-Border Movement of Labour in Southeast Asia project (further referred to as 'ILO/Japan project' or 'the project') was conceptualized late 2004, beginning 2005 when all attention was focused on preparing for the ILO-ILC tripartite meeting of experts on Multilateral Framework on Labour Migration (MFLM) in 2005 and the ILO Plan of Action on Labour Migration in Asia and the Pacific (PALMAP).

The project document (PRODOC) represents the ILO thoughts and ideas of that time, induced by numerous consultations on the issue of labour migration in the Asian region. The vision outlined in the PRODOC is to respond to countries' wishes to create local employment opportunities in order to keep the growing labour force at home, while at the same time addressing issues that will assist governments to manage labour migration.

ILO ROAP initially prepared a couple of concept notes when contacting the potential donor, the Ministry of Health, Labour and Welfare, Japan. Two potentially promising concepts were outlined: one, a project to stimulate employment opportunities that would help boosting the local economy of Laos and Cambodia. The project would include activities in Thailand, but on a more limited scale, that would focus on creating economic opportunities for returnees, and two, a project which would deal with the out-migration of Indonesian workers, mainly from the provinces Aceh and East Java, to Malaysia.

Consultations with the Japan donor representatives resulted in the decision to merge the two proposals in one. The project would focus on management of migration and national economic development. The decision was among others influenced by circumstances at that time, notably a feud between Malaysia and Indonesia, which diminished the prospects of having a migration project that would involve the two countries. This process of how the ILO/Japan project came into being, explains the development objective of the project as well as the strategy and the interventions envisaged under the project.

The PRODOC reviewed the challenges of countries in the Asian region and stated the vision 'to ensure that labour migration is managed properly for the benefit of all. Asian countries have sought to make the processes of labour migration more orderly and organized in order to provide certain basic guarantees of labour protection and to achieve beneficial outcomes for origin and destination societies'.

The **development objective** of the project is to promote decent employment opportunities at home and abroad through effective labour migration management.

Immediate objectives

1. Countries will have improved information and knowledge critical to formulation, implementation and evaluation of national migration policies and practices

2. Governments will have formulated and implemented coherent labour migration policies and programmes, which respect the fundamental rights of migrant workers and are beneficial to employment, economic growth and development in both origin and destination countries
3. Capacity of the governments, social partners and other specific target groups for good governance of migration processes will have been strengthened
4. Countries will have established efficient, safe and low cost remittance system and new initiatives for supporting services on micro-enterprise development in migrant workers' communities.

The PRODOC envisioned that project's interventions would 'build capacities for formulating coherent and comprehensive policies on labour migration and effectively administering them and promoting closer cooperation between origin and host countries', and that the project's strategy would consist of:

- Promotion of a more informed debate involving the tripartite groups on the employment and treatment of foreign workers in destination countries
- Promotion on how best to provide national workers with better employment options at home and abroad
- Contribute to the effectiveness of groups advocating ILO principles in the reform of policy and administration. Workers' and employers' organizations, civic groups, migrant associations and other organizations that can effectively push for reform would be targeted for assistance under the project.
- Dedicate considerable project resources for promoting bilateral, local level consultations on how to deal with practical problems in policy implementation. Attention will be given to local authorities to give them a say on how policies are to be carried out.

It was the explicit wish of the donor that the project was to have a strong policy focus. It would lay less emphasis on on-site demonstration activities. The project was to be carried out in Laos, Thailand and Indonesia. Cambodia would benefit from knowledge sharing exercises conducted at bilateral and multilateral level organized by the project. The PRODOC also mentioned that other Southeast Asian countries may also be invited to the sub-regional meetings for the purpose of knowledge sharing and dissemination of good practices. All the research conducted under the project would be action-oriented. Based on the practical findings and recommendations of the studies, a number of small demonstration projects may be carried out at the community level in Thailand, Laos and Indonesia. In these three countries, the interventions may be conducted from national to community levels.

The project was designed for five years with total funding of \$ 2,900,000 and a disbursement level of around \$ 500,000 a year. The first disbursement of funds was in November 2005 of \$535,042. Actual implementation started in September 2006 with the appointment of the project's CTA.

Mid-term evaluation

A mid-term evaluation was conducted at the end of 2008, when the ILO commissioned an independent cluster evaluation of two projects on labour migration,

1. ILO/UNIFEM/EC Asian Program on Governance of Labour Migration (RAS/05/M02/EEC)
2. ILO/Japan Project on Managing Cross-border movement of Labour in Southeast Asia (RAS/05/M14/JPN).

The mid-term evaluation concluded that the project played a very useful role in supporting the process of developing a rights-based approach to labour migration governance in target countries in the region. The evaluation reported the positive feedback from national stakeholders and there was evidence of the impact of the project on the approach to labour migration governance in participating countries. The project had thus made good contributions to the ILO ROAPs regional outcomes as well as to the implementation of the ILO Plan of Action on Labour Migration in Asia and the Pacific.

The Mid-Term evaluation signaled that lower levels of funding may impact on the project's outcomes. It also commented on the project's design particularly as regards Immediate Objective 2 and its outputs. The mid-term evaluation was further of the opinion that little attention has been paid to activities targeting employers' organizations and their involvement in the governance of labour migration.

Specifically with regard to the ILO/Japan project, the evaluation recommended that:

1. The ILO/Japan project should possibly in collaboration with the ILO-ROAP urgently seek additional financial resources to fund future project activities.
2. The PRODOC should be reviewed and possibly modified, above all in order to clarify the specific outputs to be produced under the Immediate Objective 2 and specific meaning to be attached to this Immediate Objective itself.
3. In the immediate future it is desirable that the ILO/Japan project continues and extends its engagement of employers' organizations in general and recruitment agencies' associations in particular. The ILO-ROAP may wish to explore possibilities of cooperation with the organization Business for Social Responsibility (BSR) to improve business practices amongst recruitment agencies.

These recommendations were not acted on by the CTA and/or the ILO-ROAP management. The final evaluation noted the following reasons provided by the CTA:

1. The first recommendation was not acted on for reasons that the project was half-way and understaffed, leaving little room to look for new funds. Instead, the CTA decided to deliver the outputs by taking cost cutting and cost sharing measures. For instance, close collaboration with other projects, like the ILO/UNIFEM/EC Asian Program on Governance of Labour Migration project and the ILO-IPEC/TICW Trafficking in Children and Women project, has helped in making cost-sharing arrangements up to 2008. In Lao PDR a few activities were funded from ILO's regular budget for Lao PDR.
2. The second recommendation was not acted on, which is considered a missed opportunity by the final evaluator. A review half way, would have helped in bringing clarity on what is within and what is beyond the project's ability and control to achieve. This is not only relevant for immediate objective 2 and its outputs as recommended by the mid-term evaluation, but also for the other immediate objectives and outputs that could not possibly be tackled by the project. However, the evaluator received information from ILO sources that the donor did not agree to the revision of the PRODOC. The evaluator also noted the donor's expectations and strict demands that activities and outputs should stick to what is stated in the PRODOC (source: Notes for the File ILO/Japan annual review meetings 2006-2010).
3. On the third recommendation the CTA commented that in Cambodia the project has engaged with both recruitment agencies and the employers' organization (CAMFEBA). In Lao PDR, there is a provision in the Decree on Employment for establishing an association of recruitment agencies. Hence, it is expected that an association will be formed which may become a member of the Lao National Chamber of Commerce and Industry. In Indonesia, the project engaged extensively with the Indonesian Manpower Services Association (APJATI) in East Java. The employers' organization APINDO in East Java has showed little interest in accommodating the association of recruitment agencies nor showed interest in migration issues.

3. Purpose, scope and process of evaluation

3.1 Purposes

The final evaluation will examine whether the project has achieved its objectives, and to what extent it has contributed to the ILO Decent work country outcomes on labour migration in participating countries, and the ILO Plan of Action on Labour Migration in Asia Pacific. The evaluation will assess the extent to which the project management has acted upon the recommendations of the midterm independent evaluation.

The evaluation will also look at the lessons learnt and any possible good practices particularly on the labour migration management identified by the project, the synergy with the other ILO projects, and the potential collaboration between the labour sending and the labour receiving countries in the Mekong Sub-region.

3.2 Scope

The final evaluation takes into account all interventions, geographical coverage and the whole period of the project. The scope will focus on the project implementation, its achievements, impact, lessons learnt and any challenges and opportunities.

However any collaboration the project has interacted with other ILO projects/programmes and with other partners programmes/initiatives' should also be taken into consideration.

3.3 Client

The main clients are project CTA, RO-Bangkok management, ILO/Japan programme, DWT Bangkok, CO-Bangkok, CO-Jakarta, MIGRANT, the donor and also ILO constituents.

3.4 Evaluation Management

The evaluation manager is Ms. Pamornrat Pringsulaka (ILO-ROAP). The external final evaluator is Ms. Hariette Mingoen.

3.5 Process of Evaluation

The final evaluation is based on:

- A review of project documentation: the project document, annual progress reports, annual table of outputs and indicators against the achievements and outcomes, report of mid-term evaluation and final project report.
- A review of a number of publications of the project (Annex IV)
- Interviews in Thailand, 1-5 November and 15 November. These included briefings with the ILO ROAP management, experts and program officers in ILO ROAP and the Decent Work Technical Support Team Bangkok ; the CTA of the ILO/Japan program; the project officer of other migration projects, notably the Triangle: Tripartite Action to Protect Migrant Workers from Labour Exploitation project and the CTA of the ILO/EU Going Back-Moving On project that deals with migrants including victims of trafficking who are returning from the EU and neighbouring countries.

Meetings were also conducted with two officials of the Ministry of Labour in Thailand and with a representative of the Human Rights Development Foundation, who were involved in the implementation of the project in Thailand.

- Visits to Lao PDR (8-9 November), Cambodia (15-17 November).

- Telephone interviews with Indonesia, complemented with written questions. These included a telephone interview with Peter van Rooij, Director of the ILO Office Jakarta, Lotte Kejser, CTA Combating Forced Labour and Trafficking of Indonesian Migrant Workers project, Mohammad Nour, National Project Coordinator ILO/Japan project based in Surabaya, as well as representatives of major partners such as the Provincial Labour Office, the Migrant Union Organization, SBMI and the Indonesian Manpower Services Association, APJATI.
- Questionnaire to the focal point for the project in the Ministry of Labour, Health and Welfare of Japan, representing the donor.

A list of persons interviewed is provided in the Annex II.

Limitations

In view of the late start of the evaluation towards the closure of the project in December 2010, the Evaluation Manager decided not to include Indonesia among the countries to be visited for the evaluation. Instead, it was decided to conduct telephone interviews with Indonesia. Difficulties were however encountered during the telephone calls. Connections were not optimal, by regular as well as by mobile phones. The information received through the calls was complemented with a written response to the questions which were sent to the ILO Jakarta Office and to the National Project Coordinator.

4. Findings

4.1 Review of management and implementation

Project implementation started late 2006, when Mr. Pracha Vasuprasat was appointed CTA in September 2006. Soon after his start, steps were taken to recruit personnel to establish the project's office in Bangkok and the project teams in Laos and Indonesia. Missions were conducted to the participating countries to introduce the project and to discuss the programme of activities with the partners.

By then it was already clear that the expected funding of around \$ 500,000 every year would become problematic in the following years. The funding situation is further described in chapter 4.5. The expected downfall in funding was responded to by a cautious use of the project budget, starting with the decision to not hire all staff as envisioned in the PRODOC.

According to the PRODOC, there would be:

- a CTA based in Bangkok
- 1 research analyst/programme officer based in Bangkok
- 1 secretary based in Bangkok
- 2 National Project Coordinators and 2 secretaries, one each for Laos and Indonesia.

The plans were to recruit the research analyst/program officer for Bangkok when the project was fully operational, but due to the setback in funding was finally not hired. Only an administrative assistant (secretary in the PRODOC) was hired and stationed in Bangkok.

A National Project Coordinator was hired for Lao PDR in 2007, but the incumbent left the post after 8 months and was not replaced. A secretary was never hired. For Indonesia the project succeeded in hiring a National Project Coordinator in close consultation with the ILO Office in Jakarta.

The envisioned Project Advisory Committee nor the National Steering Committee for Lao PDR and Indonesia were established. Instead regular missions were carried out and stakeholders consultations were organized at the national level.

Finally, it was decided to coordinate the Indonesia component of the ILO/Japan project with the ILO project Combating Forced Labour and Trafficking of Indonesian Migrant Workers, under the technical guidance of Lotte Kejser the project's CTA and the ILO Office Jakarta, to enhance coherence and cooperation with the existing activities of ILO Jakarta in the area of labour migration.

4.2 Relevance and strategic fit

As indicated earlier, the project was conceptualized in the wake of the ILO Action Plan on Labour Migration in Asia and the Pacific (PALMAP) as well as the ILC tripartite meeting of experts on the Multilateral Framework on Labour Migration ((MFLM) which resulted in the adoption of the Framework in 2005.

There is a link between the project's rationale, its objective and immediate objectives and the concepts and ideas put forward in these policy documents.

Having reviewed the work done under the project, it can be said that the project has contributed to the implementation of PALMAP, especially with regard to specific actions under the four elements of the PALMAP:

Element 1. Labour market complementation in Asia Pacific

- Technical advisory assistance to countries on integrating migration into their employment strategies, including conduct of necessary studies into the impact of migration.

Element 2. Promoting the Multilateral Framework on Labour Migration.

All elements of this Framework are reflected in the project document. As far as the PALMAP proposed actions are concerned, the project is of relevance to:

- The promotion of the ratification of ILO Conventions 97 and 143 of relevance to migrant workers through, among others, national tripartite consultations/seminars, and advisory work.
- Assistance in developing codes of practice to be adopted as private sector initiative to stop abusive practices in recruitment.

Element 3. Promotion of fair and efficient systems for recruitment.

Work done under the project contributed to the description of this element: *' The third element aims to minimize fraud and abuses and encourage efficiency in recruitment through a two-pronged approach. One is to work with Governments in improving their policies and measures for regulating and supervising recruitment. The other is to encourage practices which minimize the cost of obtaining decent jobs abroad and which reduce abuses through self-policing action by industry associations. The first approach involves assisting countries, in particular new countries of origin, to plan their policies and to draft necessary measures including legislation. The second approach will require working with the more responsible organizations or associations of private recruitment agencies.*

Element 4. Social Protection for migrant workers.

The project accomplished activities that at the end will contribute to prevent the illegal employment of undocumented workers and regularizing their status.

The project is also in line with the priorities set out in the DWCP Cambodia and Indonesia (Priority 2 Cambodia DWCP 2008-2010, Priority 1 Indonesia DWCP 2008-2010), which according to the information of the ILO JPO Cambodia and the ILO Country Office Jakarta, are still relevant for the next DWCP. The project also fits in the ILO country programme priorities for Lao PDR and Thailand.

The project has benefited from the accomplishments and the contacts that have been developed under the ILO/UNIFEM/EC Asian Regional Program on Governance of Migration, which ended in 2008. In fact the CTA of the ILO/Japan project worked closely with the CTA of the ILO/UNIFEM/EC project in conducting missions and in identifying partners in the participating countries. Activities under the ILO/UNIFEM/EC project have also compensated for the knowledge base component of the ILO/Japan project.

Linkages have been established with work done by ILO projects in other areas, such as with the Development of National Employment Services Network project in Lao PDR, which has resulted in the integration of a labour migration component in the Employment Operations Manual (EOM). This was accomplished under the technical guidance of the ILO Skills and Employment Expert of the Decent Work Technical Support Team-Bangkok, what was formerly SRO-Bangkok.

By having these linkages it may not be easy to track down exactly whether results and outcomes are to be attributed solely and entirely to the ILO/Japan project. This should however not be the major concern to the ILO, nor to the donor or the project manager. It is more important to note the synergy between the ILO projects and in what way this has contributed to efficient use of resources, coordination and coherence of ILO programmes in the respective countries and in the region.

4.3 Validity of design

Although the rationale of the project is in line with the concepts outlined in the broad policy framework (PALMAP) it does not necessarily mean that the project's immediate objectives and the means of actions have been properly framed. The mid-term evaluation had drawn attention to some inconsistencies and inaccuracies, which are considered relevant by the final evaluation. To avoid repetition they are not commented on in this report. Suffice to mention here that the formulation of outputs should have been preceded by a baseline to avoid the formulation of unrealistic outputs and outputs that are irrelevant or beyond the control of the project and the ILO. This applies particularly to immediate objective 2 and immediate objective 4 and the related outputs. A baseline survey or rapid assessment of what has already been initiated in the participating countries on labour migration (including the initiatives of other (UN) agencies), would have contributed to informed decisions on interventions to be carried out under the project, including the studies that need to be carried out to assist the countries in filling in the existing knowledge gap. Decisions of what should be researched and published seem somewhat arbitrary as it is not clear whether the participating countries have been consulted in what should be studied.

It is also questioned why Indonesia has been retained as participating country when Malaysia was dropped, as project interventions are - according to the PRODOC - aimed at benefiting both origin and destination countries. Indonesia as labour sending and Malaysia as labour receiving country would have been a logic 'combination', which is absent in the project. By dropping Indonesia the project could then have concentrated on Laos and Cambodia as labour sending countries and Thailand as labour receiving country.

4.4 Project progress and effectiveness

Actual project implementation started in 2007 in all participating countries. Progress towards the planned objectives is reviewed below for each country, based on the information and impressions gained throughout the evaluation. The listing of activities organized by the project and/or participated in by the project that was made available by the CTA is attached as annex III to this report. The activities are not commented on in detail by the evaluation. What is highlighted is the process and the major accomplishments that can be built on and sustained.

4.4.1 Cambodia

The project does not have a country project team in Cambodia. The implementation in Cambodia was managed by the CTA from Bangkok. The CTA relied heavily on the Ministry of Labour and Vocational Training (MOLVT) who acted as implementation partner. This Ministry issued an official notification in January 2007, creating the Labour Migration Taskforce headed by the DG of Labour, to be responsible for coordinating the implementation of the activities related to labour migration in collaboration with the ILO and the donor agencies. This instruction has been extremely helpful for the CTA of the ILO/Japan project.

The project has benefited from the work done by earlier ILO regional projects, notably the Asian Programme on the Governance of Labour Migration, the sub-regional project to Combat trafficking in Children and Women (TICW) and the Mobilizing Actions for Protection of Domestic Workers from Forced Labour and Trafficking in South-east Asia. Besides these ILO projects, initiatives of other agencies, notably IOM and UNIFEM, have created awareness and a conducive environment for initiatives that aim at better governance of labour migration. To mention an example, IOM has assisted MOLVT in developing a manual for pre-departure training of migrant workers as well as booklets with handy information for potential migrant workers about Thailand and Malaysia. UNIFEM has been instrumental in developing model recruitment contracts.

Cambodia has a vibrant civil society with NGOs who over the years have developed expertise on issues of labour migration. These NGOs are connected with networks beyond the Cambodian border. Their advocacy seemingly gained ground as they are often invited at the initiative of the government to participate in consultations. Their advice is also often sought by the government, especially in legal matters. Examples of such NGOs are CARAM-Coordination of Action Research on Aids and Mobility, CWPD- Cambodian Women for Peace and Development (cooperates with a network of NGOs in Thailand) and LSCW-Legal Support for Children and Women. The evaluation had the opportunity to meet these NGOs and was able to assess their profile in labour migration and their involvement in the formulation of the Labour Migration Policy discussed below. The relationship between government and NGOs is not antagonistic, although the government may opt to exclude civil society organizations that are following a 'hard line' approach.

Major accomplishments

1. Association of Cambodian Recruitment Agencies (ACRA)

The project started off in 2007 with convening a seminar, 14 March 2007, on 'Organizing Recruitment Agencies and Formulating and Implementing Code of Practices'. This seminar, realized in collaboration with the Cambodian Federation of Employers' and Business Association (CAMFEBA) and MOLVT, was to discuss recruitment issues and to advocate for

the formation of an association for recruitment agencies. The seminar highlighted ILO's instruments on labour migration, the Multilateral Framework on Labour Migration, protection of migrant workers against abusive recruitment practices and the role of recruitment agencies in avoiding and controlling recruitment fraud and malpractices. At the conclusion of the seminar, recruitment agencies agreed to establish an association which would provide a venue for the development and implementation of a Code of Conduct. The Association of Cambodian Recruitment Agencies (ACRA) has meanwhile been formed and officially recognized as a legal body.

At the time of the evaluation the ACRA reported to have 18 affiliated recruitment agencies. Direct exposure of ACRA to the ILO/Japan project consisted of a two days training for its members, through CAMFEBA. The training focused on developing a Code of Conduct. The training was felt to have been very useful, but more rounds of consultations are needed to finalize the formulation of the Code of Conduct.

The Association said to need assistance in developing a public awareness campaign that would help to reach broader segments of society. ACRA wishes to speak as one voice and to deliver one and not a fragmented message about safe migration. This is to countervail misleading information and illegal practices.

2. Formulation of a Labour Migration Policy

A major breakthrough is the formulation of the Labour Migration Policy in a process facilitated by the ILO/Japan project. A series of consultative workshops were organized under the project in 2009, coordinated by the General Department of Labour, MOLVT with guidance and technical inputs of the CTA ILO/Japan project.

The consultations involved Labour Migration Task Force stakeholders, among these the Departments in MOLVT, including its provincial chapters, Ministry of Interior, the Department of Immigration, Ministry of Planning, Ministry of Economy and Finance, Ministry of Foreign Affairs, Ministry of Women's Affairs, Ministry of Social Affairs, Veterans and Youth, the Office of the Council of Ministers. The consultations have also included UN agencies UNFPA, UNIFEM, IOM and ILO as well as the workers' and employers' organizations, NGOs, recruitment agencies and the media.

The Policy covers three major issues: 1. Governance of labour migration, 2. Protection and empowerment of migrant workers and 3. Effects of migration on development and growth. Each issue is accompanied by a problem analysis and ends with the key areas to be addressed. A Policy matrix is included, that describes the strategic areas, policy options and action plans, a time frame and the units responsible for implementation.

The policy document in both the Cambodian and English language, was handed to the evaluator. It came out as a joint publication of MOLVT and the ILO/Japan project, dated June

2010. The Policy has been formally approved. Mr. Hu Vouthy, the Deputy DG said to be very pleased with the result. It is the aim of his government to achieve at least the minimum standards. Follow-up priorities of the government are to develop guidelines for policy implementation from national to local levels of administration and to bring the Pre-Departure Centers up to standards. There have been many complaints from human rights organizations that the Centers are operating like detention centers. The government is looking at the ILO for assistance in these areas.

It is worth to note that all the interviewees, whether involved in the consultations or not, considered the Policy on Labour Migration a major breakthrough. The challenge now is its implementation.

3. Revision of Sub decree No.57

As a result of various consultative meetings in the process of formulating the Policy on Labour Migration for Cambodia, as well as through advocacy of the ILO/Japan Consultative Meeting on Review of Labour Migration Policies, Management Institution and Emigration Pressure, on 20 February 2008, the government of Cambodia is currently looking into the revision of Sub-decree 57. This Sub-decree governs the sending of Cambodian workers to work abroad and is considered inadequate in its present form.

As the only national policy on migration, Sub-decree 57 is a reflection of the current weakness and inefficacy of the labour migration system in Cambodia. Firstly, the sub-decree is an outdated policy document which does not reflect the migration dynamics and realities of today, having been created more than 10 years ago. The provisions contained in the 22 articles of the sub-decree are rudimentary and lack clarity in both the processes and desirable minimum standards. There are only five articles that refer (explicitly or implicitly) to the worker, namely Article 9 on the employment contract, Article 10 on the rights of annual leave, Article 14 on pre-departure training, Article 19 on missing workers, and Article 20 on violations of provisions. The provisions are so broad and subject to interpretation that they amount to little protection for the workers. For example, Article 10 states that workers are entitled to 1.5 day of leave per working month, which is below the international 11. Article 5 recommends that every worker shall be provided with social security contributions but it is unclear as to what they should be. Under Article 20 any person that violates the provisions shall be punished but there is no mention of what the penalty is. (Source: A study on exploitative labour brokerage practices in Cambodia, Coordinated Mekong Ministerial Initiative against Human Trafficking (COMMIT), March 2007, funded by the Netherlands government).

This move of the government which is not to be entirely attributed to the ILO/Japan project, (as can be seen from the COMMIT example which is just one example of other agencies'

initiatives) is a breakthrough and needs to be monitored closely by the ILO in order to take prompt advocacy action and to provide technical support when necessary.

The advocacy during numerous consultations and training paid off, as the government responded favorably to recommendations and arguments of the stakeholders. One example is the reduction of the costs and faster processing of passports for migrant workers.

The project attained tangible results, with entry points for follow-up interventions which could be taken up by the ILO, notably by the Triangle project: Tripartite Action to protect Migrant Workers from Labour Exploitation, the new ILO project funded by Australian Aid that covers Cambodia, China, Lao PDR, Malaysia, Thailand and Vietnam.

In conclusion, in Cambodia, the ILO/Japan project has been successful in attaining immediate objective 1, not by means of the (limited number of) publications, but more by means of the workshops and seminars; immediate objective 2, however limited to the formulation of a labour migration policy as implementation is still to come; immediate objective 3, as regards the formation of the Association of Recruitment Agencies to be part of CAMFEBA, the Cambodian Employers' Association.

The project has not done much in Cambodia to attain immediate objective 4, except for the publication on *Migrant workers remittances from Thailand to Cambodia, Lao PDR and Myanmar. Synthesis report on survey findings in three countries and good practices*, of which no clear picture has been gained by the evaluation on what follow-up will be given to it on the side of the partners.

The project has contributed to the implementation of elements 2, 3 and 4 of PALMAP as well as the Multilateral Framework on Labour Migration. It has contributed to attaining the Decent Work Country Program priorities, specifically as regards the objectives and outputs linked to 'enhanced understanding and respect for fundamental rights at work by government and social partners' and 'governments and social partners implement policies to manage migration, protect migrant workers and combat human trafficking in line with ILO principles'. Achievements are also relevant for the government's response to the ASEAN Declaration and to prepare for the ASEAN Economic Community in 2015.

4.4.2 Lao PDR

A national project officer was recruited for the project in 2007, but after 8 months the incumbent left for a more challenging post. After her departure no attempt has been made to replace her, as by that time it was clear that there would be a downfall in project funding. The CTA carried out his work for Lao PDR from Bangkok with major support of the ILO Program Officer for Lao PDR in SRO-Bangkok.

Project operations started in 2007 with the signing of a MOU with the Ministry of Labour and Social Welfare (MOLSW), regarding the technical assistance to be provided under the project. MOLSW is the major partner, with whom the project has had most contact. Much less were the contacts with the trade union and employers, as well as with other civil society organizations. Alike in Cambodia the project initiated activities involving recruitment agencies.

Three seminars and one workshop were held between 9-11 May 2007, to get stakeholders (the mass organizations such as the trade unions, the women's union) on board and to start with a common understanding of the project's objectives and means of action. The seminars were organized with a view to also contribute to coordination between stakeholders as well as to promote an exchange between the various players on current and emerging labour migration issues. Subjects covered included the ILO Multilateral Framework on Labour Migration, Foreign Employment Administration for Lao Migrant Workers, Roles and Cooperation of Recruitment Agencies for Foreign Employment and a workshop for Trade Union Leaders on Protection of the Rights of Migrant Workers. These gatherings were organized with the collaboration of MOLSW.

Activities carried out in 2007 to 2009, were predominantly in the sphere of knowledge sharing and advocacy through workshops and meetings. It took a while before the project was able to find an opportunity to combine advocacy and action. At the end of 2009, beginning 2010 the project seemed to have reached a breakthrough by focusing on employment services.

During discussions with partners a few observations were aired, which made the evaluator believe that partners were not all clear on the purpose and the strategy of the project. It was said that management of labour migration should be addressed in a systematic way and one was not clear how the project would contribute to that. A one time exposure to the project, like in the case of the Lao Federation of Trade Unions (LFTU) in a training in Savanakheth, was characterized as too limited and fluid to bring about an understanding of the bigger picture.

The evaluation also noted that the interviewed representatives of the Lao National Chamber of Commerce and Industry and the LFTU have not seen the version of the Employment Services Decree (discussed below) which is pending approval, nor were informed about the state of the art of the Decree developed with assistance of the ILO/Japan project. This is a point of concern, as it shows that not all relevant parties who are key to improving the management of labour migration are kept abreast of revisions and progress, which is critical for getting their support for implementation and enforcement of the Decree.

Major accomplishments

1. The drafting of a Decree on Employment Services

Although this accomplishment can not be attributed solely to the ILO/Japan project, as there are many others parties who have contributed to the conception and formulation of the decree (notably UNICEF, UNIAP, Save the Children, IOM), the ILO/Japan project has contributed significantly by organizing two consultative meetings in 2010 and one meeting with the Ministry of Justice to review the Text of the Draft Decree on Domestic and Overseas Employment Service.

The draft Decree is currently under review of the Ministry of Justice. After approval of this Ministry the Decree will be put forward to the Prime Minister's Office for final endorsement. At the time of the evaluation, MOLSW shared the information that the Ministry of Justice has approved the Decree in principal, with minor editing proposals. The expectations at MOLSW were that the Decree would pass the Prime Minister's Office before the end of 2010. Other parties thought that this was too optimistic, but at the level of MOLSW expectations were high.

The Decree consists of 80 articles, encompassing domestic employment services, the employment of foreign workers, creation of employment opportunities, employment services abroad, employment service network, a promotional and aid fund for workers, employment promotion and governance, fee collection of employment services and incentive policy towards achievers and measures against violators.

Sources within ILO JPO, MOLSW as well as within the recruitment agencies welcome the Decree, which is perceived as a major breakthrough. With this Decree, Lao PDR is thought to be on its way to respond to international standards, as well as to regional initiatives, including the ASEAN Declaration on the Promotion and Protection of the Rights of Migrant Workers and the 2015 ASEAN Economic Community.

When approved the challenge for the government is the implementation of the Decree. There is a role for the ILO to monitor the progress with the Decree and to look for funding opportunities to support the government with its implementation. Support could be extended through the ILO/AUSAID Triangle project.

2. Employment Operations Manual (EOM)

The EOM has been developed under the ILO Project Development of National Employment Services Lao PDR. It is a commendable initiative that coincides well with the Decree and will help the Lao PDR government to implement a significant number of Decree provisions. Commendable is also the cooperation between two ILO projects, leading to the integration of an overseas employment component in the manual.

It started with a consultancy fielded by the ILO/Japan project in 2008, with the objective to strengthen the domestic and foreign employment services of the Department of Skill Development and Employment of MOLSW. The consultant recommended the development of a plan, including a structure and framework for improving employment services. This recommendation was followed up by SRO Bangkok, specifically the Senior Expert on Skills

and Employability Development who provided technical guidance for the development of EOM. The ILO/Japan project assisted in developing the overseas employment component of the Manual and convened training of trainers' workshops on Domestic and Overseas Employment Service operation.

The EOM has been developed with close involvement of the Ministry of Labour and Social Welfare of Lao PDR. It is meant for staff of Employment Services Job Centers to understand employment services concepts, systems and procedures and to organize and manage these services efficiently for effective delivery of services to clients as well to ensure uniformity in the application of procedures.

The ILO/Japan project has also organized various workshops and trainings to create awareness among partners of the need of well established and efficient foreign employment administration and services at national as well as at the level of 3 provinces. (see list of activities in Annex III)

It is worth to note that as a result of the ILO/Japan workshops targeting the work of recruitment agencies, the recruitment agencies are moving towards forming an Association of Recruitment Agencies and the development of a code of conduct. These processes could be picked up for support by the Triangle project.

Other matters on Lao PDR

The ILO/Japan project introduced computer based labour market information for domestic and foreign employment, first in Vientiane (capital) and in Champasak province and later in the provinces Vientiane, Savannakhet and again in Champasak.

The evaluation found out that the official in MOLSW who has been the major partner of the CTA on this matter and who received training on the use of the computer based programme, went abroad short after the training. The incumbent was selected to fill in a scholarship from the Thai government to study in Thailand for two years. Two other officials who were appointed to replace him were also offered scholarships to study in Australia.

The evaluation gained the impression that the trained officials in MOLSW at headquarters level, as well as in Champasak Province have the opportunity to practice the data base as they can avail of a computer. Other provinces however, do not have computers. It is therefore feared that the invested efforts will be wasted unless proper follow-up is given in terms of equipment support and refreshment training.

The ILO/Japan project attempted also to initiate a programme to generate local employment opportunities in Champasak Province, by organizing a workshop on 19 March 2009, on Employment Opportunity and Labour Migration in three targeted villages of three

districts in Champasak Province. For several reasons, among others, the seemingly low interest of the local population in skills training for domestic employment, the high costs and financial constraints related to the insecure long-term budget commitment and the ILO staff to monitor the activity, this was not followed up neither by the project nor the local partners.

In conclusion, in Lao PDR the ILO/Japan project has been relatively successful in contributing to the achievement of immediate objective 2, specifically output 2.2. at the level of policy (the Decree); immediate objective 3 as regards output 3.2 - A guide/manual for administration and management of employment and employment services (EOM), although this cannot be entirely attributed to the ILO/Japan project. It is doubtful that the project has been successful in attaining output 3.3. – Systems and procedures established for improving the administration of migration management processes – as it remains to be seen whether the computer based Labour Migration Information (LMI) will be put into practice due to the unavailability of computers and the high turnover of trained staff. Moreover the one time exposure in the 3 provinces is not enough to ensure adaptation and adoption of LMI. The project has not been successful in attaining immediate objective 4, related to local economic development.

The project had done work at the level of element 3 and 4 of PALMAP and has thus contributed to the implementation of PALMAP and the Multilateral Framework on Labour Migration. It has contributed to attaining what is stated in the Country Programme priorities and outcomes, particularly as regards ‘ further progress is made to realize fundamental principles and rights at work’ and ‘ national policy to promote safe migration and prevent trafficking in women and children is formulated and implemented’. Achievements are also relevant for the government’s response to the ASEAN Declaration and to prepare for the ASEAN Economic Community in 2015.

4.4.3 Indonesia

Indonesia was not visited during the final evaluation. The following is an account based on reports, the telephone interviews and the written responses of the ILO Jakarta Office and the National Project Coordinator to the questions of the evaluator.

The ILO/Japan project benefited from the fact that Indonesia already has an ongoing national labour migration/forced labour/trafficking project (Combating Forced Labour and Trafficking of Indonesian Migrant Workers Project, further referred to as Migrant Workers Project) since 2004, with similar objectives as the ILO/Japan project. As a result a strategic decision was made that the ILO/Japan project should supplement ongoing national level activities with targeted cooperation with the largest sending province of Indonesia, with which ILO has had long-standing cooperation. This would provide the opportunity for

strengthening the impact on the target group and to develop demonstration activities for replication by other provincial, district and sub-district governments. In view of the decentralization in Indonesia, this would enhance ILO's presence at the local level.

A National Project Coordinator (NPC) was recruited and stationed in Surabaya. In order to avoid overlap and ensure proper coordination, the ILO Jakarta office provided overall supervision, including financial and administrative supervision, and the CTA of the Migrant Workers Project provided technical supervision and coordination.

Major accomplishments

Strong and comprehensive synergies were a logical result of this approach, and the ILO/Japan project has benefited from joint planning and programming in most activities, such as in :

1. financial education, entrepreneurship development and training, production skills and micro-finance training, strengthening migrant workers' cooperatives
2. pre-departure and para-legal training module development and training,
3. organizing migrant workers and institution-building of their organizations ,
4. development of a standard/model local ordinance for the protection of migrant workers

For these and other activities, modules & generic models were developed by the Migrant Workers Project.

Partners value the project's endeavors to build bridges between parties who otherwise would not have come together or worked together on the issue of labour migration. Most cited by partners is the dynamics between the various key stakeholders and a broad spectrum of professionals, including an association of lawyers who have committed itself to provide free legal assistance. A Migrant Workers Working Group has been formed and it has become a routine to come together once every month for consultations and exchange of information. At the working level it has become common practice for the local government agency overseeing labour migration (BP2TKI) to consult the Indonesia Migrant Workers Union (SBMI- Serikat Buruh Migran Indonesia) on complaint cases. The SBMI has established branches in a number of districts (in 16 districts, if not more by now) in the province and are disseminating information on the do's and don'ts of labour migration. These branches have been trained to provide para-legal assistance to (prospective) migrant workers. They have also been trained to conduct pre-departure training, which they can now execute on their own.

Cooperatives have been formed by the migrant workers. These cooperatives have received technical training and are now not only economically active but are also sources of

information for prospective migrant workers on safe migration. They are also promoting the productive use of remittances at local level.

The provincial government of East Java has embarked on the amendment of the Ordinance No.2/2004 on the placement and protection of migrant workers. The ILO/Japan project provided support and technical assistance to the consultative process for preparing the amendment of the Ordinance at the request of the stakeholders in East Java. What is at stake here is to align the Ordinance to the central government legislation which was enacted later. Ordinance 2/2004 was enacted in August 2004 prior to National Bill 39/2004, which was enacted in October 2004. Alike the National Bill 39/2004, the emphasis of the Ordinance was on administrative rather than on protection issues. Through the ILO/Japan project and input from all stakeholders, composed of local concerned government offices and social groups, the revision was undertaken with provisions covering protection, provisions for involvement of public stakeholders, local migrant communities, migrant workers, provisions concerning litigation process, protection fund, insurance policy, and improvement of government budget for labour migration. It is expected that adoption of the Ordinance and its enforcement, will provide concrete protection to migrant workers and their families and ensure involvement of social groups in protection issues.

The recommended revisions have been submitted to the Provincial Parliament of East Java on 13 November 2010 and placed in the Provincial Legislative Plan 2010 for review and enactment in 2011.

Significance of achievements

- The project has contributed to developing demonstration models for the role of provincial and lower-level government in protecting and economically empowering migrant workers and their families that could serve as an example for other provinces in Indonesia.
- In this process the project has contributed towards the testing and development of community-based organizational empowerment approaches, as well as demonstration of the importance of organizing migrant workers.
- The East Java Government and migrant workers organizations are now regularly advising national government in matters relating to the role of provincial and lower-level governments, as well as the importance of participation of migrant workers organizations in the policy-decision-making process as stakeholders and as implementers of policies and programs.

Problems remain, predominantly at the level of the recipient country. Workers encounter a different situation than what they have been prepared for. Indonesia and Malaysia have signed a MOU, but its implementation has been far from effective. More needs to be done at the level of bilateral agreements. Stakeholders were also calling for international action

at the level of international human rights bodies to protect the rights of migrant workers and were very critical of Malaysia on what is perceived as ‘ double standards ‘ and negative attitudes towards migrant workers.

In conclusion, the project has been successful in attaining immediate objective 1, particularly as regards output 1.5 –Awareness raising campaign on the migration process for informed decision on cross border movement targeting migrant sending communities in East Java, Indonesia; immediate objective 2, particularly as regards output 2.2.- Recommendations for changes in laws and administrative decrees for better management of labour migration; immediate objective 3, as regards output 3.4.- A platform on migration, the Migrant Workers Working Group, has been set up, in this case at provincial level, to give a voice to migrant workers organizations on migration policy questions and issues; immediate objective 4, as regards output 4.4 – towards productive use of remittances and development of the local economy.

The project has contributed to the implementation of the Multilateral Framework on Labour Migration and PALMAP. It has also contributed to the Decent Work Country priorities, specifically as regards priority 1: Stopping exploitation at work, and the Country Program Outcome 1.2 : Improved labour migration management for better protection of Indonesian migrant workers, especially domestic workers.

4.4.4 Thailand

Review of the project activities reveals that in Thailand the project worked predominantly on increasing the knowledge base, policy advocacy and awareness raising. A number of studies were undertaken and quite a number of seminars and workshops were organized, some with collaboration of academic institutions to advocate for government policies that reach out to migrant workers and their organizations.

These gatherings have been found most useful by the interviewed partners as they serve as platforms for an exchange of views and for pushing policymakers to make public comments and to respond to issues raised. Stronger advocacy is deemed very important and necessary as on the issue of migrant workers, changes have been moving slowly in Thailand. The rights of migrant workers are not high on the agenda of human rights NGOs. As a matter of fact there are hardly NGOs specialized in migrant workers’ rights. Moreover the relationship between government and NGOs is characterized as strained and antagonistic, rather than open and collaborative.

Major accomplishments

1. Several studies and publications (listed in Annex IV), of which a few were publicly presented with media attention or have been discussed in seminars. A number of

these studies were translated in the Thai language making them accessible for a larger audience. Among the translations are Conventions 79 and 143 dealing specifically with migrant workers, as well as the Multilateral Framework on Labour Migration. These have been disseminated and used as reference material in meetings, seminars and workshops.

2. Collaboration with the Standing Committee on Labour of the House of Representatives of the Thai Parliament to discuss labour migration policy and administration. An outstanding result of the contacts with the Standing Committee is the appointment of a Working Committee to review the Alien Employment Act for amendment that will include management of labour migration and protection of migrant workers. This process is still ongoing.
3. The ILO/Japan project provided technical support to the MOL, when convening the 2nd Meeting of the ASEAN Committee on the implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, convened in Thailand on 29-30 September 2009. The meeting discussed the drafting of an ASEAN binding instrument for effective implementation of the ASEAN Declaration. This ASEAN process is ongoing.
4. The project organized together with ILO/IPEC and MOL a seminar to tackle forced labour in the marine processing industry in Thailand.
5. The project collaborated with the Human Rights and Development Foundation (HRDF), a Thai registered NGO, in organizing social dialogues at the provincial level, specifically in Samut Sakhon and Chiang Mai. The HRDF is one of the few, if not the only NGO, that advocates for the rights and protection of migrant workers. The social dialogue included local government, employers and communities, including migrant workers' communities.
6. HRDF was also commissioned to conduct para-legal training for NGOs and for Burmese migrant workers to enable them to defend their legal rights in the court of justice. This training was carried out in Mae Sot, Tak province. As a result the HRDF and the Department of Labour Protection and Social welfare in Mae Sot are working together to address complaints of Burmese migrant workers.
7. Training and workshops for trade unions on the role of trade unions in protecting and promoting the rights of migrant workers. This has contributed to sharing of experience between trade unions (TU). During a training in Nakon Nayok province in February 2010 trade unions proposed to take active part in the revision of the Alien Employment Act through a Tripartite Committee.

These initiatives have been meaningful in bringing about a gradual change in the understanding and the receptiveness of the government, trade unions and employers towards recognizing the need for policies aimed at the protection of migrant workers. The momentum gained by the advocacy of the ILO/Japan project needs to be followed up and built on. There are prospects to continue ILO's role for instance, in the process of

reviewing and amending the Alien Employment Act. The wish of Trade Unions to take active part in this process in Tripartite Committees is a breakthrough as trade unions in Thailand are generally not interested in the plight of migrant workers and are hardly joining forces on labour issues. During the interviews with a few government partners, it was mentioned that Thailand is preparing for the ratification of Convention 87 and 98. This process could be supported by the ILO through organizing technical consultations. The response of the Thai government to the ASEAN Declaration could be another venue for ILO's involvement.

In **conclusion**, in Thailand the project has contributed to some extent to attaining the project's immediate objective 1, 2, 3. Follow-up and further technical support is needed to ensure end results. The review and amendment of the Alien Employment Act is of particular importance. The project's work is in line with ILO's program priorities for Thailand, as regards 'access to social services and protection is enhanced and disparities are reduced' and outcome 'labour management policy is broadened and strengthened to extend protection among migrant workers', as well as with ILO's MFLM and PALMAP.

Review of accomplishments per immediate objective

When looking at the attainment of immediate objectives through the envisioned outputs, it is concluded that the project has far from delivered all the outputs formulated under the four immediate objectives in the PRODOC. By and large only one or two outputs under each of the four immediate objectives have been addressed. As earlier discussed some outputs have been unrealistically formulated as they are beyond the control of the project and the ILO. For example, the outputs under immediate objective 2 related to bilateral agreements and the establishment and proceedings of bilateral committees; the outputs under immediate objective 4, related to setting up of remittance schemes which cannot be possibly handled by project stakeholders without involvement and cooperation of mainstream financial institutions.

A review of the accomplishments per immediate objective, provides the following picture.

Immediate objective 1: Countries will have improved information and knowledge critical to formulation, implementation and evaluation of national migration policies and practices.

Output 1.1: Policy research findings based on a comprehensive assessment of successes/failures of existing labour migration policies, programs, administrative structures and procedures including areas for improvements.

Output 1.2: Reports of country reviews on the current states of the existing systems of data and information on migrant workers and management requirements including suggestions for improvement.

Output 1.3: A report on the impact of labour migration on the economies of regions of employment and of origin.

Output 1.4: Operation of information exchange and networking among national authorities in origin and destination countries.

Output 1.5: Awareness raising campaigns on the migration process, employment opportunities at home and abroad, the gain and pain of migration, dangers and risks, rights and obligations of migrant workers, have been launched for informed decision on cross border movement targeting migrant sending communities in East Java, Indonesia and Laos.

Accomplishments:

The project has not delivered the outputs to the extent formulated in outputs 1.1, 1.2, 1.3 and 1.4. The output is limited to a number of publications (listed in Annex IV), including translations in the Thai language of relevant ILO Conventions and MFLM, that have contributed to improved and broader access to important international instruments on labour migration in Thailand. In addition seminars, workshops and trainings were organized which provided a venue for dissemination and exchange of views between relevant actors in the participating countries, but not beyond national borders.

With regard to output 1.5, the project has contributed to establishing a structured platform for social dialogue between multidisciplinary actors in East-Java, Indonesia. In Cambodia and Thailand the project has contributed to initiating venues for consultations, which need further strengthening. The project has not reached the stage of contributing to inter-country information exchange and networking. This is not even possible in the case of Indonesia as in the project Indonesia is not connected to a labour destination country for Indonesian migrant workers.

Regarding output 1.5, the project has contributed to awareness raising among (potential) migrant workers in East Java through strengthening the outreach of the Migrant Workers Union across the province and the extension provided by migrant workers' cooperatives. In Lao PDR, where a the government plays a central role, the project has raised awareness among government and mass organizations as well as among government registered recruitment agencies on the need of well established and efficient employment administration and services, to prevent irregular migration.

Immediate objective 2: Governments will have formulated and implemented coherent labour migration policies and programs, which respect the fundamental rights of migrant workers, and are beneficial to employment, economic growth and development in both origin and destination countries.

Output 2.1 : National and local decision makers sensitized on the need to protect migrant workers and to strengthen migration management.

Output 2.2 : Recommendations for changes in laws and administrative decrees for better management of labour migration.

Output 2.3 : Bilateral committees established at the technical levels to see and monitor the effective implementation of bilateral agreements and to recommend improvements.

Output 2.4 : An expert report on how bilateral agreements on recruitment, placement and combating of trafficking are working as a background paper for bilateral meetings

Output 2.5 : Reports on conclusions of bilateral meetings identifying strengths and weaknesses of existing bilateral agreements and recommending improvements.

Output 2.6 : Bilateral agreements between governments in origin and destination countries for the effective supervision of the recruitment, placement and employment of migrant workers, and elimination of smuggling and trafficking of workers have been introduced.

As earlier mentioned, this final evaluation agrees with the mid-term evaluation which pointed out the inconsistencies and inaccurate formulation of the above outputs.

Accomplishments

The project has acted on outputs 2.1 and 2.2 and not on the other outputs. Advocacy by the project through seminars and workshops and the technical input through organizing technical consultations has been critical in realizing the following:

- In Cambodia, the formulation and adoption of the labour migration policy, followed by the formulation of a comprehensive Sub-decree on Sending Khmer Workers Abroad, based on the new policy.
- In Lao PDR, the formulation of the Decree on Employment Services to regulate domestic employment services and overseas employment processes. The Decree is pending approval.
- In Thailand, the drafting of a labour migration bill by the Standing Committee on Labour of the Thailand's House of Representatives.
- In Indonesia, the adoption of a local ordinance on the placement and protection of migrant workers, which is included in East Java's Provincial Legislative Programme for endorsement in 2011.
- The commitment to give priority to governance of labour migration expressed in the Decent Work Country Programme priorities.

Immediate objective 3: Capacity of the governments, social partners and other specific target groups for good governance of migration processes will have been strengthened.

Output 3.1 : A number of senior government officials with responsibilities on labour migration at national and local levels and social partners have been equipped with knowledge of best practices in migration management.

Output 3.2 : A guide/manual for management and administration of foreign workers or foreign employment programmes at national and local levels

Output 3.3 : Systems and procedures for improving the administration of migration management processes.

Output 3.4 : A platform for Tripartite Dialogue on Migration has been set up at national levels to give a voice to workers and employers' organizations on migration policy questions and issues.

Accomplishments

The project has acted on each of the above outputs with the following results:

- The establishment of the Association of Cambodian Recruitment Agencies (ACRA) and its endorsement by MOLVT. The Cambodian Federation of Employers and Business Association accepted ACRA as a member in 2008. The ACRA is seeking to formulate a Code of Conduct.
- The adoption in Cambodia of a standard service contract (approved by MOLVT) between recruitment agencies and migrant workers.
- The lower costs and faster processing of passports in Cambodia.
- Cooperation between the provincial labour administration and NGOs in both Thailand and East Java, Indonesia, improved the protection of migrant workers' rights and assisted them in accessing legal justice.
- The growing outreach of Indonesia's SBMI (migrant workers' union) with representation in more than 15 districts in East Java province.
- The formation of a Migrant Working Group in East Java to advocate for improved labour migration policies and placement services for migrant workers.
- The Employment Operations Manual in Lao PDR which seeks to guide the operations and management of Employment Services Centres.
- The move in Lao PDR to form an association of recruitment agencies.
- The advocacy of Thailand's Human Rights and Development Foundation and its para-legal training workshops that enabled migrant workers and NGO staff to confidently defend migrant workers' rights in court and to cooperate with the Provincial Labour Office in Tak.

Immediate objective 4: Countries will have established an efficient, safe and low-cost remittance system and new initiatives for supporting services on micro-enterprise development in migrant communities.

Output 4.1 : Research on migrant workers' remittances in Cambodia, Indonesia, Laos and Thailand including policy advice for alternative low costs channels.

Output 4.2 : Low costs remittances schemes with formal institutions and local communities have been introduced.

Output 4.3 : A campaign package has been developed for promoting savings and productive investments in remittance receiving communities.

Output 4.4 : Technical assistance for local economic development and reintegration of return migration through targeted skills development and micro financing for livelihood income generating programmes have been launched.

Accomplishments

One publication on the subject of remittances (output 4.1) and the sensitization of banking institutions particularly in Thailand did not lead to groundbreaking initiatives as envisioned in output 4.2. and 4.3. Outcome is limited to action taken by some commercial banks to include the Burmese language in ATM-services.

With regard to output 4.4, the project has been most successful in Indonesia where,

- former migrant workers were trained to set up food-processing ventures. Technical training and business training including financial literacy training were provided with assistance of SEAFast, the South-East Asia Food and Agriculture Science and Technology Center in East Java and the ILO's Start Your Business and GET Ahead for Women in Enterprise training.
- six migrant workers' cooperatives in East Java, including micro-credit cooperatives, have registered officially. They are functioning effectively and are assured of the continued support from the Manpower Office and the Cooperative Office in East Java who are committed to strengthen the migrants' cooperatives.

4.5 Efficiency of resource use

The following table provides an overview of annual contributions and additional funding comprised of reallocation of unspent balances.

| FY of funding | Annual budget in US\$ |
|---------------|---|
| 2005 | 535,042 |
| 2006 | 521,000 |
| 2007 | 498,224 |
| 2008 | 389,305 (including reallocation of 130,060) |
| 2009 | 383,817 (including reallocation of 107,000) |
| Total | 2,327,388 |

ILO/ Japan Managing Cross-border movement of labour in Southeast Asia (Source: ILO/Japan Programme)

The donor representative revealed in answers to the evaluation questions, that the unspent balance in 2007 of the funding in FY 2005, posed difficulties on the part of the donor to justify fresh funding from its Ministry of Finance. Low expenditure may have, among others, been caused by the delayed start of the project in September 2006, upon the rather late appointment of the CTA. An internal budget reform in the Ministry in FY 2007, combined with the low spending level of the project at that time, had as effect a decrease in the funding of the project starting from FY 2008. The ILO/Japan programme reallocated funds to fill the gap but still the total project budget decreased by 20 per cent compared to the original budget.

The downfall in the budget was responded to by the CTA with cautious spending and cost sharing with other projects. By not hiring project staff, resources that would otherwise be spent for salaries have been spent for other purposes. Whether this was a cost effective decision is difficult to say i.e. would the project have delivered better results if the envisioned number of staff were hired? It is also difficult to say whether the project would have been more cost effective and cost efficient if the funds were not thinly spread over too many countries. Whether the project would have achieved much more with less countries, for instance by dropping Indonesia as commented earlier, remains a hypothetical question.

Taking into account the envisioned strategy and the budget, it can also be said that the project has not been properly budgeted at the time of conception. If there would have been no budget cuts and all the projected project staff would have been hired, the budget would have been spent for over 50% to cover salaries of project staff. Little budget would have been left for activities, which is not in line with the envisioned project's strategy to 'dedicate considerable project resources for promoting bilateral, local level consultations on how to deal with practical problems in policy implementation. Attention will be given to local authorities to give them a say on how policies are to be carried out '.

4.6 Effectiveness of management arrangement

The project is managed by a Chief Technical Adviser (CTA) who reports to the Deputy Regional Director of ILO-ROAP.

In Indonesia the project has been designated by the ILO Office Jakarta to support the provincial government of East-Java in strengthening the labour migration management and protection of migrant workers at the provincial and district levels. The Indonesia component operates under satisfactory arrangements with the ILO Jakarta Office which have proven to work out extremely well in terms of management and synergies with other projects. What seems to be a bit of a problem is the fact that Indonesia falls under the responsibility of the ILO ROAP and Laos, Cambodia and Thailand under the SRO-Bangkok, making it almost impossible for either office to have a complete and coherent view of the project.

Cambodia, Lao PDR and Thailand have been covered by the CTA through missions. The ILO Joint Project Office (JPO) in Pnom Penh was not directly involved in the implementation and monitoring of the project. The ILO JPO was kept informed of project activities through in- and out-briefings during the CTAs missions. The evaluation noted that the project was not on the list of ILO projects in Cambodia, which is regretted in view of the achievements of the project and its contributions to attaining the DWCP and ILO Program outcomes in Cambodia. Moreover, not listing the project may give a wrong signal that the ILO JPO does not associate itself with the project.

The operations in Cambodia, Lao PDR and Thailand received technical and programming support from SRO-Bangkok (now changed to Decent Work Technical Support Team).

In Lao PDR the CTA benefitted from the support of the Program Officer for Lao PDR in SRO-Bangkok. She has been of great help in establishing contacts with the partners and in identifying possible initiatives to be supported under the project as well as in monitoring progress during her regular missions. The ILO does not have a country office or representation in LAO PDR, therefore the technical assistance program for Lao PDR is run from SRO-Bangkok.

The ILO/Japan project has collaborated closely with the ILO/UNIFEM/EC and IPEC/TICW projects until these projects ceased operation in 2008. It has built on the achievements of the ILO/UNIFEM/EC project and benefitted from the sharing of resources. The ILO/Japan project cooperated with other ILO projects in Lao PDR and with the Skills and Employability Development Program specialist in SRO Bangkok.

4.7 Impact and sustainability

The foregoing chapters describe the project's achievements as a result of its advocacy and its role as catalyst and facilitator. Important tangible results have been attained, which need a further push to become policy and another two or more pushes for the policy to be implemented. The partners have specifically asked for further assistance from the ILO.

4.8 ILO cross-cutting issues

Gender

In the PRODOC's background and justification women are mentioned as participants in cross-border migration. It also touched upon the vulnerable situation of women who are employed in domestic work characterized by low wages, long working hours and considerable problems with sexual harassment, but in the immediate objectives and outputs there was no reference to interventions linked to the problem formulation.

The project produced annual reports with information on the participation of women and men in the various activities, without further insight in how gender issues were discussed or handled in the workshops, seminars and trainings that were organized and with what results. An exception is Indonesia where the project reported entrepreneurship training for former migrant women.

What has been accomplished in Cambodia to integrate gender in the Labour Migration Policy appears to have been the achievement of Cambodian NGOs and UNIFEM who took part in the consultative process, rather than the achievement of the ILO/Japan project.

Labour standards

Most activities concerned the promotion of labour standards, i.e. the 8 core Conventions of the ILO as well as the specific Conventions 97 and 143 on migrant workers. Last mentioned two Conventions have been made accessible by translations in the Thai language. The publication International Labour Standards on Migrant Workers' Rights: guide for policymakers and practitioners in Asia and the Pacific is another publication by the project to promote labour standards. In all the countries the project started off with sensitizing the partners on the ILO Multilateral Framework on Labour Migration. This Framework was also translated in the Thai language.

Social dialogue

As can be seen from the examples of Cambodia and Indonesia, the ILO/Japan project facilitated consultations bringing together the tripartite partners as well as civil society groups, including organizations of migrant workers, a process that is appreciated by all involved and has resulted in structured consultations.

In Thailand, the social dialogue included migrant workers communities, particularly the Burmese migrant communities, the provincial labour office and employers in Tak Province.

The social dialogue was further introduced in 5 provinces in Northern Thailand, where large numbers of migrant workers are residing. The dialogue involved governmental and non-governmental bodies, such as hospital workers, immigration officials, labour and social welfare officials, police and local administrators to stimulate coordination and cooperation. The dialogues have been very fruitful in discussing problems regarding referral of migrant workers and victims of irregular migration to the right institutions and persons. It appeared that officials did not know each other. It has been observed that the dialogues have improved service delivery and consultations between concerned offices.

The project introduced this good practice with involvement of the Chief of Labour Protection and Welfare, MOL, during a training in Nakhon Nayok for central level officials of Bangkok, Chonburi, Rayong and Samut Prakan. This could be replicated in provinces where there are large communities of migrant workers.

5. Conclusions

1. Overall, the project has been able, despite deficiencies in the project design and the budget constraints, to achieve results that are of strategic importance for the participating countries to improve the governance of labour migration. The achievements are more profound in Cambodia, Laos and Indonesia, compared to achievements in Thailand. Deficiencies in the project design were found in the formulation of immediate objective 2 and immediate objective 4, including in the formulation of its outputs. Not all the outputs – as formulated in the PRODOC- could possibly be tackled by the project as they are beyond the control and responsibility of the project or the ILO. The project has therefore partly attained the outputs and immediate objectives of the project as described in pages 33-37. Attainment was best with regard to output 1.1 and 1.5 under immediate objective 1, output 2.1 and 2.2 under immediate objective 2; all outputs under objective 3 have been addressed in each country, with attainment of results, however in a varying limited degree; and finally in output 4.4 under immediate objective 4, but limited to Indonesia.
2. The project has contributed significantly towards recognition of the urgent need to improve governance of labour migration. In each participating country the project has contributed to attaining tangible results for the government and the ILO to build on. These are windows of opportunity for strengthening ILO's role in establishing labour migration management policies as partners are looking up to the ILO for further assistance.
3. The project has contributed to achieving the Decent Work Country Program priorities in the participating countries as well as PALMAP and MFLM, as described in previous chapters.

4. The project has contributed to improving practices of social dialogue and has contributed to greater awareness of international labour standards and ILO's policy frameworks concerning the promotion and protection of the rights of migrant workers.

5. The project has been less successful in developing economic activities to boost local economies in the target countries, with the exception of Indonesia, where through entrepreneurship training, financial literacy, production skills and micro-finance training, strengthening of migrant workers' cooperatives, migrant workers are stimulated to invest their earnings more profitably for themselves and their families, that will ultimately benefit the communities where they reside.

6. The project was not very successful in improving remittance services for migrant workers, specifically for Burmese, Cambodian and Laotian workers in Thailand, except for the publication on *Migrant workers remittances from Thailand to Cambodia, Lao PDR and Myanmar. Synthesis report on survey findings in three countries and good practices*. Sensitization of financial institutions to support migrant workers' access to financial services, including services for safe and efficient transfer of remittances, did not lead to groundbreaking initiatives due to the poor financial infrastructure and complicated banking procedures in both sending and receiving countries. On a limited scale, commercial banks in Thailand have started introducing ATMs with services in the Burmese language.

7. The project has operated predominantly at national level by advocating and facilitating processes leading to the development of labour migration policy, procedures to promote orderly migration, improving working conditions and better protection for migrant workers. It has not reached the stage of introducing interventions, linking and involving both sending and receiving country directly.

6. Recommendations

The final evaluation concurs with the mid-term evaluation and would like to add the following recommendations derived from the description of country-level achievements in chapter 4.

Recommendations to ILO ROAP and the Decent Work Technical Support Team:

1. That the work undertaken thus far by the ILO/Japan project be built upon and expanded. The Policy on Labour Migration, the revision of Sub-Decree 57, the strengthening of the Association of Recruitment Agencies in its attempt to develop a Code of Conduct (Cambodia); the Decree on Employment services and the Manual to guide the operations of Employment Services (Lao PDR) are tangible opportunities, when properly followed up, to address labour migration in all its

forms systematically. It is recommended that the ILO continues its involvement by providing the needed technical assistance, including ensuring the participation of all stakeholders, which needs strengthening in all the participating countries. As stated earlier, the Triangle project provides a concrete opportunity to do so.

2. Indonesia is not a target country in the Triangle project. For the time being follow-up will be provided by the Migrant Workers project. This project will however cease operations in 2011. It is therefore recommended that the ILO seek funding opportunities to develop a follow-up project to cover Indonesia as sending and Malaysia as receiving country. Such a follow-up project should focus on assistance to improve bilateral agreements, including its implementation between the two countries. The East Java authorities and the Migrant Workers Union (SBMI) have indicated that many well prepared Indonesian migrant workers from East-Java are confronted with situations contrary to what they have been prepared for, like substitution of contracts upon arrival, passports being confiscated by employers, less favorable wages and working conditions. Improvement is also needed in institutional arrangements in the receiving country to provide support and assistance to workers. Such a project would be in line with ILO Conventions and will also support the two countries in responding to the ASEAN Declaration on Protection and Promoting the Rights of Migrant Workers.
3. The ILO should seek to be technically involved in the meetings of the ASEAN Committee on the implementation of the ASEAN Declaration, as was the case under the ILO/Japan project with the convening of the 2nd Committee meeting in Chiang Rai, Thailand. The ILO/Japan project provided technical support and input during the preparatory process. ILO's role is to ensure that basic fundamental rights of workers are recognized and that necessary measures are taken at the regional level to protect and promote these rights, such as through standardization of contracts at the regional level incorporating provisions of minimum labour standards between both sending and receiving countries in accordance with international labour standards and ILO's MLFM. ILO could also bring in expertise and good country-level Decent Work practices and where possible linking them with sub-regional and regional cooperation initiatives.
4. It is recommended that ILO identifies opportunities for linking ILO projects with other UN agencies, IOM as well as Intra-governmental committees (such as COMMIT) and Working Groups on Human Trafficking, that are active in the area of managing labour migration, especially in circumstances where ILO's presence at the country-level is limited like in Lao PDR. Apart from synergies, this could contribute to a faster take off of a project that does not have a country-level project team as was the case with the ILO/Japan project. ILO could attain much by

contributing to the facilitation of processes as shown in Lao PDR with the formulation of the Decree on Employment Services.

5. It is recommended to facilitate learning and exchange of country-level experiences between countries. For instance, Lao PDR could learn from the processes in Cambodia, where the formation of an Association of Recruitment Agencies and the formulation of a Code of Conduct are in a more advanced stage.
6. On Lao PDR specifically it is recommended to look into the possibility of providing follow-up training and equipment support so that the interventions on LMI are not wasted.

7. Good practices

Good practices derived from the project are:

1. The engagement between government and civil society in Cambodia and Indonesia leading to the integration of civil society concerns in the Labour Migration Policy (Cambodia); common efforts to revise the local Ordinance as well as the formation of a Migrant Workers Working Group that holds structured regular consultations involving a broad spectrum of stakeholders (Indonesia). This is an important achievement that ensures broader advocacy and monitoring of migrant workers' interests.
2. In the absence of a country-level project team of the ILO/Japan project, specifically the MOLVT Cambodia and MOLSW Lao PDR have been given a lead role in the implementation of project activities. This has had a positive impact on these partners, who by taking responsibility and by doing, have gained knowledge and insights into the complex dimensions of labour migration and are able to articulate views in negotiations and meetings dealing with labour migration.
3. The synergies between ILO projects and ILO experts, in particular in the technical assistance provided to Lao PDR, leading to the development of the Employment Operations Manual, with proper integration of an overseas employment component. The same applies to the coordinated approach in Indonesia, where two ILO projects were seeking to complement and reinforce each other.
4. The push that was given by the project at the final stage of the formulation of the Employment Decree in Lao PDR. Convening consultations to review the text of the Draft Decree was a good opportunity to ensure that international labour standards are properly addressed in what was not entirely the fruit of ILO's labour. The consultations at the final stage have been critical to give the Decree a final push.

5. The cooperation with social partners who have mobilizing power and capacity to reach out to larger segments of society and the media (SBMI in Indonesia and HDRF in Thailand) is of strategic importance for the outreach of the project.
6. The social dialogue in Thailand involving Burmese migrant workers communities, NGOs and the provincial labour office in Tak Province through para-legal training and consultations, has contributed to a consultative approach and improved relations between the provincial labour office and representatives of migrant workers on legal matters.

The social dialogue in Thailand included also bringing together governmental bodies in 5 provinces in the North of Thailand with a high density of migrant workers. Participants include hospital workers, immigration officials, labour and social welfare officials, police and local administrators to stimulate coordination and cooperation. The dialogues have been very fruitful in discussing problems regarding referral of migrant workers and victims of irregular migration. It appeared that officials did not know each other. It has been observed that the dialogues have improved service delivery and consultations between concerned offices. This could be replicated in provinces where there are large communities of migrant workers.

7. The attempt to help the target countries and more specifically migrant workers to develop and promote savings and productive investments of remittances, has not only looked into openings in the formal banking system but also into developing alternative savings and investments opportunities that are traditionally closer to the local communities such as (savings) cooperatives in Indonesia.
8. The involvement of Thai experts in the trainings organized in Cambodia and Lao PDR is a good practice. This contributes to mutual exchange and a better understanding of the challenges and constraints that both Cambodia and Lao PDR are facing as sending countries and Thailand as receiving country.
9. The timely development of a follow-up project, specifically the Triangle project, including assuring its funding is a good practice. This enables the ILO to provide timely follow-up to the achievements of the ILO/Japan project (see recommendations).

8. Annexes

- I Terms of Reference
- II List of persons contacted
- III List of project activities produced by CTA
- IV List of publications

Appendices

Appendix I Terms of Reference of the evaluation

Project Code: RAS/05/M14/JPN ; RAS/06/M09/JPN ; RAS/07/M10/JPN
RAS/08/09M/JPN ; RAS/08/13M/JPN ; RAS/09/06M/JPN ; RAS/09/04M/JPN

Project: ILO/Japan Regional Project on Managing Cross-border Movement of Labour in Southeast Asia

Donor: Ministry of Health, Labour and Welfare, Government of Japan

Project budget: 2,900,000 (indicative figure- funding approved on annual basis)

Project duration: 60 months (January 2006 – December 2010)

Implementation agency: International Labour Organization, Regional Office for Asia and the Pacific

Geographical coverage: Cambodia, Lao PDR, Thailand and Indonesia

Project final budget:

Mid-term Independent evaluation: October – November 2008

Final evaluation: November 2010

1) INTRODUCTION AND RATIONALE

The issues of international labour migration cut across all spheres of the normative and technical activities of the ILO. The search for employment and socio-economic security is the principal motive for the migration of workers. The social protection of migrant workers is at the core of the ILO's work, whether to protect workers against forced labour and against discrimination, provide them with social security coverage, improve better working conditions, and combat the spread of HIV/AIDS. The ILO's approach towards a fair deal for migrant workers is based on seven components: (1) promoting international labour standards to protect the basic rights of all migrants; (2) monitoring migration and the conditions of migrant workers; (3) working with social partners and other stakeholders to protection of migrant workers; (4) influencing the formulation of coherent national policies and measures on labour migration; (5) enhancing administrative capacities for managing migration; (6) preventing discrimination and facilitating the social and economic integration of migrants; and (7) engaging in regional and international dialogue and cooperation. In addition, promoting social dialogue on labour migration is one of the building blocks of ILO work on labour migration. This means putting migration on the agenda of the wide stakeholders, in particular encouraging their active advocacy for the policy reforms.

Following the adoption of the Multilateral Framework by the ILO Governing Body in 2006 the technical specialists and project teams in Bangkok, Manila and New Delhi have designed programmes with a view to promoting adoption of Framework principles and best practices in all the countries of the region. At the Asian Regional Meeting held in Pusan, Korea in 2006, the ILO in Asia and Pacific has proposed the plan of actions covering four challenges facing the member states, i.e. labour market complementation arising from globalization and demographic transformation; rights-based approach to management of labour migration; fair and efficient system for recruitment; and social protection for migrant workers.

The ILO/Japan Regional Project on Managing Cross-border Movement of Labour in Southeast Asia was conceptualized as a follow up to the various notable international conferences on labour migration and management, the ILO-ILC tripartite meeting of experts on Multilateral Framework on Labour Migration in 2005, and the ILO regional plan of action on labour migration in Asia and the Pacific to address the issues in management of migration. With the continued economic dynamic in the Southeast Asia region and the shared political vision toward regional economic integration, the countries of the region have sought to make the process of labour migration more orderly and organized in order to provide certain basic guarantees of labour protection and to insure beneficial outcomes for the origin and the destination countries.

Since the mid-term independent evaluation of the project was conducted in 2008, the final evaluation will be undertaken prior to the termination of the project at the end of 2010. The final evaluation is expected to further shed more lights on the contributions of the project towards the outcomes of country programmes, regional initiatives, and its immediate objectives. The project has executed its programme of activities aiming to create a knowledge-base on labour migration, to improve capacity of government and social partners to effectively manage labour migration, to promote the rights and the protection of migrant workers, and to integrate labour migration issues into the social and economic development strategies and employment policies.

2) PROJECT BACKGROUND AND CONTEXT

In the Southeast Asia region, the cross border movements of labour have become, together with trade and capital flows, an important feature of growth and development. Demographic trends and patterns of uneven development suggest that labour migration will continue to grow as a major component of social and economic change in the region, posing immense challenges and opportunities for all countries.

The project has planned and executed its programme of activities taking into account the triangular objectives, i.e. the project's objectives itself, the regional plan of actions for labour migration, and the decent work country programmes. The regional plan of actions encompasses examining impact of globalization, demographic transformation, labour force participation, and change in life style of population; promotion of multilateral framework for managing labour migration; promotion of fair and efficient system for recruitment; and social protection for migrant workers including occupational safety and health and working conditions. For decent work country programmes, their outcomes center on development of coherent labour migration policy and improved protection of the rights of migrant workers.

The immediate objectives of the project are (1) countries will have improved information and knowledge critical to formulation, implementation and evaluation of national migration policies and practices; (2) governments will have formulated and implemented coherent labour migration policies and programmes, which respect the fundamental rights of migrant workers and beneficial to employment, economic growth and development in both origin and destination countries; (3) capacity of the governments, social partners and other specific target groups for good governance of migration processes will have been strengthened; and (4) countries will have established efficient, safe and low cost remittance system and new initiatives for supporting services on micro-enterprise development in migrant workers' communities.

The project places its focus on activities at the country level, through (i) developing knowledge-base and sharing information on labour migration; (ii) building capacity of government officials, workers' and employers' organizations, and NGOs to contribute to good governance on labour migration

process; (iii) advocating the rights and protection of migrant workers; and (iv) promoting effective uses of remittance and entrepreneurship development. The direct beneficiaries of the project are the labour and manpower ministries in the participating countries and other government agencies involved in migration and cross-boarder movement; members of national and local parliaments, national workers and employers' organizations, provincial and local government agencies, private recruiting agencies, labour sending communities, NGOs and community-based organizations, while the indirect beneficiaries include migrant workers from Burma, Cambodia, Lao PDR and Indonesia (East Java).

The conclusion of the mid-term evaluation indicated that the project played a very useful role in supporting the process of developing a rights-based approach to labour migration governance in target countries in the region. The feedback from national stakeholders was positive and there was evidence of the impact of the projects on the approach to labour migration governance in participating countries. Moreover, the project made good contributions to the ILO-ROAP's regional outcomes, as well as to the implementation of the ILO Plan of Action on Labour Migration in Asia Pacific.

3) PURPOSE, SCOPE AND CLIENTS OF THE EVALUATION:

Purposes:

The evaluation will examine whether the project has achieved its objectives, and to what extent it has contributed to the ILO Decent work country outcomes on labour migration in participating countries, and the ILO Plan of Action on labour migration in Asia Pacific. The evaluation will assess the extent to which the project management has acted upon the recommendations of midterm independent evaluation.

The evaluation will also look at the lessons learnt and any possible good practices particularly on the labour migration management identified by the project, the synergy with the other ILO projects, and the potential collaboration between the labour sending and the labour receiving countries in the Mekong Sub-region.

Scope:

The final evaluation takes into account all interventions, geographical coverage and the whole period of the project. The scope will focus on the project implementation, its achievements, impact, lessons learnt and any challenges and opportunities.

However any collaboration the project has interacted with other ILO projects/programmes and with other partners programmes/initiatives' should also be taken into consideration.

Client:

The main clients are project CTA, RO-Bangkok management, ILO/Japan programme, DWT Bangkok, CO-Bangkok, CO-Jakarta, MIGRANT, the donor and also ILO constituents.

4) KEY EVALUATION QUESTIONS/ASPECTS TO BE ADDRESSED

The evaluation will refer to the standard evaluation criteria on (i) the relevant and strategic fit; 2) validity of their design (3) the effectiveness of the project in achieving each objective; (4) efficiency of resource use; (5) effectiveness of management arrangement; (6) impact orientation (7) sustainability of the results.

4.1). Relevance and strategic fit

- How have these means of action contributed/ or had any added value to the larger initiatives?
- Do these means of action address a relevant need and decent work deficit of the countries? Was a need analysis carried out at the beginning of the projects reflecting the various needs of different

countries and stakeholders? Are these needs still relevant? Have new, more relevant needs emerged that the projects should address?

- Have the stakeholders taken ownership of the concept and approach since the design phase?
- How do the means of action align with and support relevant national development plans and national plan of action on decent work (NPADW), national action plan on relevant issues e.g. on migration, anti-trafficking etc. as well as programmes and priorities of the social partners?
- How do the means of action align with and promote the ILO's Asian Regional Strategy on Labour Migration, Asian Regional Plan of Action, and the ILO Multilateral Framework on labour migration?
- How do the means of action support the DWCP of the target countries and complement and fit with other ILO projects and programmes in the countries of interventions and in the region?
- How well do the means of action complement and link to activities of other UN agencies (particularly UNCT and UN Thematic Working Group) and other donors at local and regional level? (at the local level -making reference to UNDAF and donor consultative groups where applicable; at the regional level – making reference to relevant regional UN working groups).

4.2). Validity of design

- What was the baseline condition at the beginning of the means of action? How was it established? Was a gender analysis carried out?
- Are the planned immediate objectives relevant and realistic to the situation on the ground? Do they need to be adapted to specific conditions? Or have they been adapted to respond to the changing situations, if any?
- To what extent the design of the means of action is sound in addressing the ILO and country's needs?
- Is the intervention logic of the means of action coherent and realistic?
 - Do outputs causally link to the intended outcomes (immediate objectives) that link to broader impact (development objective)? How plausible are the underlying causal hypotheses?
 - What are the main strategic components of the means of action? How do they contribute and logically link to the planned objectives? How well do they link to each other?
 - Who are the partners of the means of action? How strategic are partners ("change agents") in terms of mandate, influence, capacities and commitment?
 - What are the core elements of the main means of action? Are they appropriate and effective to achieve the planned objectives?
 - On which risks and assumptions were those means of action built upon? How crucial are they for the success of the interventions? How realistic is it that they do or do not take place?
- How appropriate and useful are the indicators described in the project documents in assessing the progress of relevant means of action? Are the targeted indicator values realistic and can they be tracked? If necessary, how should they be modified to be more useful? Are indicators gender-sensitive? Are the means of verification for the indicators appropriate?

4.3). Project progress and effectiveness

- Is sufficient progress towards the planned objectives being made? Will the planned objectives likely to achieve upon completion?
- Have the quantity and quality of the outputs produced so far been satisfactory? Do the benefits accrue equally to men and women?
- Are the partners using the outputs produced? Have the outputs been transformed by the partners into the expected outcome (immediate objectives)?
- How do the outputs and outcomes contribute to the ILO Regional Plan of Action on Labour

Migration and the ILO multilateral framework on labour migration?

- How have stakeholders been involved in the implementation? How effective has been in term of establishing national ownership?
- Have the means of action been appropriately responsive to the needs of the national constituents and changing partners' priorities?
- Have the means of action been appropriately responsive to political, legal, economic and institutional etc. changes in the project environment?
- Has the approach produced demonstrated successes?
- In which areas (geographical, sectoral, issue) do the interventions have the greatest achievements? Why is this? and what have been the supporting factors? How can ILO build on or expand these achievements?
- In which areas seem to have the least achievements? What have been the constraining factors and why? How can they be overcome?
- What, if any, alternative strategies would have been more effective in achieving the planned objectives?

4.4). Efficiency of resource use

- Have resources (funds, human resources, time, expertise etc.) been allocated strategically to achieve outcomes?
- Have resources been used efficiently? Have activities supporting the strategy been cost-effective? In general, do the results achieved justify the costs? Could the same results be attained with fewer resources?
- Have the funds and activities been delivered in a timely manner?

4.5) Effectiveness of management arrangement

- Are management capacities adequate? To what extent it is linked to DWCP capacity set up, is there coherence, integration of migration cross other initiatives?
- Does the governance structure facilitate good results and efficient delivery? Is there a clear understanding of roles and responsibility by all parties involved particularly key stakeholders (e.g. Ministry of Labour and social partners) and the internal ILO stakeholders (MIGRANT at ILO HQ, Regional Office -Bangkok (ROAP), relevant SROs, relevant COs, and the project managements)?
- Do the overall interventions receive adequate political, technical and administrative support from its national partners?
- How effective is communication between the project team and the national implementing partners?
- Do the projects receive adequate administrative and political support from the RO, SRO, ILO Country Offices, field specialists and MIGRANT at HQ?
- How effectively do the management of the two projects monitor project performance and results?
 - Is a monitoring system in place and how effective is it?
 - Have appropriate means of verification for tracking progress, performance and achievement of indicator values been defined?
 - Is relevant information and data systematically being collected and collated? Is data disaggregated by sex (and by other relevant characteristics if relevant)?
 - Is information being regularly analysed to feed into management decisions?
- Has cooperation between the projects and other relevant projects been efficient?
- Has relevant gender expertise been sought? Have available gender mainstreaming tools been adapted and utilized?

- Has the projects made strategic use of coordination and collaboration with other ILO projects and with other donors in the countries/ region to increase its effectiveness and impact?

4.6) Impact and Sustainability

- Can observed changes towards improved labour migration management (in attitudes, capacities, institutions, laws, policies, procedures etc.) be causally linked to the project's interventions?
- In how far are these means of action on migration making a significant contribution to broader and longer-term development impact (protection for migrant workers?). Or how likely is it that it will eventually make one? Is the intervention's strategy and project management steering towards impact?
- What are the realistic long-term effects of the means of action on the decent work condition of the people?
- Can the means of action be scaled up and if so, to what extent the planned objectives and strategies have to be adjusted?
- How effective and realistic is the exit strategy? Are the means of actions gradually being handed over to the national partners? Once the external funding ends will national institutions and implementing partners be likely to continue the relevant means of action or carry forwards its results?
- Are national partners willing and committed to continue with the certain means of action? How effectively have those interventions build national ownership?
- How effectively has the ILO interventions built the necessary capacity of people and institutions (of national partners and implementing partners)?
- Are the results, achievements and benefits likely to be durable? Are results anchored in national institutions and can the partners maintain them financially at end of project?
- Can the approach or results be replicated or scaled up by national partners or other actors? Is this likely to happen? What would support their replication and scaling up?
- Can any unintended or unexpected positive or negative effects be observed as a consequence of the interventions? If so, how has the strategy been adjusted? Have positive effects been integrated into the strategy? Has the strategy been adjusted to minimize negative effects?
- Should there be some sort of a continued means of action on migration to consolidate achievements?
- How will ILO field specialists and other ILO initiatives continue to support the work and the ILO partners to ensure sustainability,
- What handover opportunities can be found, possibly being picked up by other project or ILO staff?

4.7) ILO cross cutting issues: gender, poverty labour standards, tripartism and social dialogue

- To what extent the project has mainstream and/or addressed any of the cross cutting issue concerned

5) THE OUTPUT OF THE EVALUATION

5.1) Draft and final evaluation report. The report should contain the following contents:

- Cover page (standard ILO template) with key project data (project title, project number, donor, project start and completion dates, budget, technical area, managing ILO unit, geographical coverage); and evaluation data (type of evaluation, managing ILO unit, start and completion dates of the evaluation mission, name(s) of evaluator(s), date of submission of evaluation report).
- Executive summary

- Background on the project
- Purpose, scope and process of evaluation
- Review of management and implementation
- Presentation of findings
- Conclusions
- Recommendations (including to whom they are addressed)
- Lessons Learnt
- Annexes

5.2) Evaluation summary (standard ILO template)

6) METHODOLOGY

The evaluation will be conducted through the following methods:

- Review of the relevant documentations including project documents, mid-term evaluation report, CTA final project report, annual progress reports, the activity reports, the project technical reports, and media reports and other references.
- Interview with key stakeholders/direct recipients and/or the beneficiaries in selected countries (Lao PDR, Cambodia and Thailand); Interpreter will be provided where necessary
- Consultation with ILO RO-Bangkok management, relevant staff and donors
- Debriefing project manager and ILO management
- Draft evaluation report will be shared with key stakeholders for critical reflection and for quality communication of reporting of evaluation outcome

7) MANAGEMENT, WORK PLAN AND TIME FRAME

The evaluation will be managed by RO-Bangkok (Regional M&E Officer). Field visits are expected to take place in Lao PDR, Cambodia and Thailand.

The external evaluator will report to evaluation manager.

The Country Office- Bangkok and the project CTA will provide necessary support including logistic and help facilitate the evaluation process including the evaluation schedule and mission plan.

A work plan and timeframe:

| Task | Responsible person | Time frame 2010 |
|---|----------------------------|-----------------|
| Drafting TOR | Evaluation Manager ROAP | Oct |
| Obtaining inputs from donor on TOR | Evaluation Manager ROAP | Oct |
| Approval of the TOR | Evaluation Manager ROAP | Oct |
| Draft mission itinerary of the evaluator and the list of key stakeholders to be interviewed | Project | Nov. first week |
| Select consultant and issue ex-col contract based on the TOR prepared/signed | Evaluation manager/Project | Nov. first week |

| Task | Responsible person | Time frame 2010 |
|--|------------------------------------|---|
| Arrange local transportation | Project with support of CO-Bangkok | Nov. |
| Desk review of document and consultation with ILO RO-Bangkok | External evaluator | Nov 1-5: (5 working days) |
| Field visits (3 countries) Thailand, Cambodia, Lao PDR | External evaluator | Lao PDR Nov. 8-9 Cambodia Nov. 11-12 Thailand: ? (Total 7 working days) |
| Drafting of evaluation report and submitting it to the EM | External evaluator | 8 working days (Deadline for submission draft: Dec 3) |
| Sharing the draft report | Evaluation manager | Dec 7 |
| Consolidated comments on the draft report, send to the evaluator | Evaluation Manager | 14 december |
| Finalisation of the report | External evaluator | 2 working days Submission of the final draft by Dec. 17 |
| Review of the final report | Evaluation Manager | Dec. 20-21 |
| Submission of the final report to EVAL | Evaluation Manager | Dec.27 |

Resources Required:

The following resources are required from the projects.

- Cost of hiring consultant - fee for approximately 22 days of work.
- Travelling cost and DSA of consultants and of ILO staff where applicable.
- Cost of local transportation in Lao PDR, Cambodia and Thailand where applicable.

Appendix II: List of persons met

Cambodia

Hu Vouthy
Deputy Director General
Ministry of Labour and Vocational Training

Mr. Chuop Narath
Ministry of Labour and Vocational training

An Bunhak
Chairman
Association of Cambodian Recruitment Agency (ACRA)

Ya Navuth
Executive Director
Coordination of Action research on Aids and Mobility (CARAM)

Heng Sam Orn
General Secretary
Independent Democracy of Informal Economy (IDEA)

Ly Vichuta
Director, Legal Advisor
Legal Support for Women and Children (LSCW)

Chhorn An
Programme Officer
Cambodia Women for Peace and Development (CWPD)

Sophorn Tun
National Coordinator for Cambodia
Head, ILO Joint Projects Office

Lody Peng
Programme Assistant, ILO Joint Projects Office

Khleang Rim
National Project Coordinator
Creative Industries Support Programme
Appointed National Coordinator Triangle project

Tous Sophorn
Former National Project Coordinator
Descent Work, Gender Equality and Safe Migration project

Lao PDR

Phouvanh Chanthavong
Director General

Department of Skill Development and Employment
Ministry of Labour and Social Welfare (MOLSW)

Mixay Sengchanthavong
Director of Policy and Planning Division
Department of Skill Development and Employment Promotion
MOLSW

Soutjai Likaya
Employment Officer
Department of Skill Development and Employment
MOLSW

Thongchan Phonekhamma
Lao Federation of Trade Unions (LFTU)

Sengdavone Bangonesengdet
Deputy Secretary General
Employers' Bureau Activities
Lao National Chamber of Commerce and Industry

Khamta Phommaxai
Marketing Manager
Public enterprise recruitment agency

Saykham Daosysavanh
Deputy Managing Director
Lao Labour Promotion Co Ltd (private recruitment agency)

Anoulack Som-Oulay
Deputy Marketing Manager
Lao Labour Promotion Co Ltd.

Xoukiet Panyanouvong
National Project Coordinator, Lao PDR
United Nations Inter-Agency Project on Human Trafficking (UNIAP)

Mr. Kakalot
National Project Coordinator
ILO Child Labour Survey

Indonesia (telephone interviews)

Peter van Rooij
Director
ILO Jakarta

Lotte Keijser
CTA
Combating Forced Labour and Trafficking of Indonesian Migrant Workers

Muhamad Nour
Local Project Coordinator
ILO/Japan project Managing Cross-border Movement of Labour in Southeast Asia

Zainal Abidin
Head, Asosiasi Perusahaan Jasa Tenaga Kerja Indonesia (Indonesian Manpower Services Association)

Hariyadi Budihardjo
Head UPT.P3TKI (Migration Office)

Cholily
Head Serikat Buruh Migran Indonesia (SBMI), Indonesian Migrant Worker Union

Thailand

Nara Rattanakul
Former Director, Cluster for Administration of
Irregular Migrant Workers, Ministry of Labour

Chamaiporn Sinthuprasit
Chief of Labour Protection and Welfare,
Sakon Nakhon Province, Ministry of Labour

Andy Hall
Programme Director
Migrant Justice Programme
Human Rights and Development Foundation

ILO

Guy Thijs
Deputy Regional Director
ROAP

Thetis Mangahas
Deputy Regional Director
ROAP

Bill Salter
Director
Descent Work Technical Support Team
for East and South-East Asia and the Pacific

Carmela I. Torres
Senior Skill and Employability Specialist
Descent Work Technical Support Team

Pong- Sul Ahn
Senior Specialist on Workers Activities
Subregional Office for East Asia

Pracha Vasuprasat
CTA
ILO/Japan project Managing Cross-border Movement of Labour in South-East Asia

Kenichi Kamae
CTA
ILO/Japan Multi-bilateral Programme

Panudda Boonpala
CTA
ILO/EU Project Going back-Moving on: Economic and Social Empowerment of Migrants including
Victims of Trafficking Returned from the EU and Neighbouring Countries

Max Tunon

Programme Development Officer
ILO/AUSAID project Triangle: Tripartite Action to Protect Migrant Workers from Labour Exploitation

Rakawin Leekchanavanichpan
Programme Officer for Lao PDR
Subregional Office for East Asia

Jittima Srisuknam
Programme Officer for Thailand
Subregional Office for East Asia

Oktavianto Pasaribu
Regional Programme Analyst
ROAP

Annex III

Statistic Data of Activities categorized by Objective organized by
ILO/Japan Project on Managing Cross-border Movement of Labour in Southeast Asia

| TOTAL | Knowledge-Base and Information sharing | | | | | Policy advocacy and awareness raising | | | | | Capacity Building | | | | | Remittance | | | | | Entrepreneurship | | | | | |
|----------------------|--|------|------|------|-------|---------------------------------------|------|------|-------|-------|-------------------|------|-------|------|------|------------|------|------|------|------|------------------|------|------|------|------|-------|
| | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL | 2006 | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL |
| Number of activities | 5 | 4 | 9 | 2 | 20 | 6 | 3 | 3 | 13 | 25 | 1 | 9 | 18 | 31 | 13 | 72 | - | 2 | - | - | 2 | 3 | 10 | 5 | 5 | 23 |
| Total Participants | - | 29 | 104 | 28 | 161 | 275 | 240 | 95 | 1,886 | 2,496 | 24 | 312 | 1,161 | 949 | 291 | 2,737 | - | 79 | - | - | 79 | 125 | 288 | 125 | 112 | 650 |
| Male Participants | - | 14 | 46 | 17 | 77 | 163 | 141 | 46 | 1,120 | 1,470 | 21 | 205 | 676 | 600 | 212 | 1,714 | - | 50 | - | - | 50 | 44 | 66 | 43 | 35 | 188 |
| Female Participants | - | 15 | 58 | 11 | 84 | 112 | 99 | 49 | 766 | 1,026 | 3 | 107 | 485 | 349 | 79 | 1,023 | - | 29 | - | - | 29 | 81 | 222 | 82 | 77 | 462 |
| CAMBODIA | Knowledge-Base and Information Sharing | | | | | Policy advocacy and awareness raising | | | | | Capacity Building | | | | | Remittance | | | | | Entrepreneurship | | | | | |
| Year | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL | 2006 | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL |
| Number of activities | 2 | - | - | - | 2 | 1 | 1 | - | 1 | 3 | - | 2 | 2 | 7 | 2 | 13 | - | - | - | - | - | - | - | - | - | - |
| Total Participants | - | - | - | - | - | 32 | 40 | - | 121 | 193 | - | 76 | 70 | 269 | 64 | 479 | - | - | - | - | - | - | - | - | - | - |
| Male Participants | - | - | - | - | - | 22 | 35 | - | 112 | 169 | - | 52 | 61 | 197 | 54 | 364 | - | - | - | - | - | - | - | - | - | - |
| Female Participants | - | - | - | - | - | 10 | 5 | - | 9 | 24 | - | 24 | 9 | 72 | 10 | 115 | - | - | - | - | - | - | - | - | - | - |
| LAO | Knowledge-Base and Information Sharing | | | | | Policy advocacy and awareness raising | | | | | Capacity Building | | | | | Remittance | | | | | Entrepreneurship | | | | | |
| Year | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL | 2006 | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL |
| Number of activities | 1 | - | 2 | - | 3 | 2 | - | - | 3 | 5 | - | 2 | 3 | 3 | 6 | 14 | - | - | - | - | - | - | 1 | 1 | - | 2 |

| | | | | | | | | | | | | | | | | | | | | | | | | | | |
|----------------------|--|------|------|------|-------|---------------------------------------|------|------|-------|-------|-------------------|------|------|------|------|-------|------------|------|------|------|-------|------------------|------|------|------|-------|
| Total Participants | - | - | - | - | - | 70 | - | - | 90 | 160 | - | 69 | 61 | 102 | 122 | 354 | - | - | - | - | - | - | - | 18 | - | 18 |
| Male Participants | - | - | - | - | - | 49 | - | - | 77 | 126 | - | 48 | 50 | 86 | 94 | 278 | - | - | - | - | - | - | - | 11 | - | 11 |
| Female Participants | - | - | - | - | - | 21 | - | - | 13 | 34 | - | 21 | 11 | 16 | 28 | 76 | - | - | - | - | - | - | - | 7 | - | 7 |
| THAILAND | Knowledge-Base and Information Sharing | | | | | Policy advocacy and awareness raising | | | | | Capacity Building | | | | | | Remittance | | | | | Entrepreneurship | | | | |
| Year | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL | 2006 | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL |
| Number of activities | 2 | 4 | 1 | - | 7 | 3 | 2 | 2 | 5 | 12 | 1 | 2 | 8 | 10 | 1 | 22 | 0 | 1 | 0 | 0 | 1 | - | - | - | - | - |
| Total Participants | - | 29 | 22 | - | 51 | 173 | 200 | 75 | 1,559 | 2,007 | 24 | 86 | 813 | 230 | 23 | 1,176 | 0 | 33 | 0 | 0 | 33 | - | - | - | - | - |
| Male Participants | - | 14 | 7 | - | 21 | 92 | 106 | 37 | 858 | 1,093 | 21 | 60 | 431 | 131 | 14 | 657 | 0 | 24 | 0 | 0 | 24 | - | - | - | - | - |
| Female Participants | - | 15 | 15 | - | 30 | 81 | 94 | 38 | 701 | 914 | 3 | 26 | 382 | 99 | 9 | 519 | 0 | 9 | 0 | 0 | 9 | - | - | - | - | - |
| INDONESIA | Knowledge-Base and Information Sharing | | | | | Policy advocacy and awareness raising | | | | | Capacity Building | | | | | | Remittance | | | | | Entrepreneurship | | | | |
| Year | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL | 2006 | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL | 2007 | 2008 | 2009 | 2010 | TOTAL |
| Number of activities | - | - | 6 | 2 | 8 | - | - | 1 | 4 | 5 | - | 3 | 5 | 11 | 4 | 23 | - | 1 | - | - | 1 | 3 | 9 | 4 | 5 | 21 |
| Total Participants | - | - | 82 | 28 | 110 | - | - | 20 | 116 | 136 | - | 81 | 217 | 348 | 82 | 728 | - | 46 | - | - | 46 | 125 | 288 | 107 | 112 | 632 |
| Male Participants | - | - | 39 | 17 | 56 | - | - | 9 | 73 | 82 | - | 45 | 134 | 186 | 50 | 415 | - | 26 | - | - | 26 | 44 | 66 | 32 | 35 | 177 |
| Female Participants | - | - | 43 | 11 | 54 | - | - | 11 | 43 | 54 | - | 36 | 83 | 162 | 32 | 313 | - | 20 | - | - | 20 | 81 | 222 | 75 | 77 | 455 |

Annex 3

List of Activities Organized or Participated by Project in 2006

ILO/Japan Project on Managing Cross-border Movement of Labour in Southeast Asia

| Date | Activities | Venue | Host | No. of Participants | Male | Female |
|-------------------------------|--|-----------------------|-------------------|---------------------|------|--------|
| III. Capacity building | | | | | | |
| Thailand | | | | | | |
| 20-23 Nov 2006 | Trade Unions Training of Trainers Workshop on Protection of Promoting on Rights of Migrant Workers in Thailand | Mae Sot, Tak Province | ILO/Japan Project | 24 | 21 | 3 |
| | | | | | | |

List of Activities Organized or Participated by Project in 2007

ILO/Japan Project on Managing Cross-border Movement of Labour in Southeast Asia

| Date | Activities | Venue | Host | No. of Participants | Male | Female |
|--|---|-------------|---|---------------------|------|--------|
| I. Knowledge base and Information sharing | | | | | | |
| Cambodia | | | | | | |
| Dec-07 | Report on Impact of Remittance of Cambodian Migrant Workers in Thailand on their families in Cambodia | Publication | Center for Advanced Study | | | |
| | Working paper of Review of Labour Migration Management, Policies and Legal Framework in Cambodia | Publication | Cambodia Development Resource Institute | | | |
| | | | | | | |
| Lao PDR | | | | | | |
| | Working paper of Migrant Worker Remittances and their Impact on Local | | Microfinance Center | | | |

| | | | | | | |
|--|--|----------|---|----|----|----|
| | Economic Development | | | | | |
| | | | | | | |
| Thailand | | | | | | |
| | Review of Labour Migration Policies, Regulatory Framework, Mangement Institutions and Immigration Pressure in Thailand | | TDR ILO-Japan Project | | | |
| | Migrant workers's remittances : Cambodia, Lao PDR and Myanmar | | Mahidol University ILO/Japan Project | | | |
| | | | | | | |
| II. Policy advocacy and awareness raising for good governance | | | | | | |
| Cambodia | | | | | | |
| 14-Mar-07 | Workshop on "Organizing Recruitment Agencies, and Formulating and Implementing Code of Practices". | Cambodia | ILO/Japan Project | 32 | 22 | 10 |
| | | | | | | |
| Lao PDR | | | | | | |
| 09-May-07 | Orientation Seminar on "Roles and Cooperation of Recruitment Agencies for Foreign Employment". | Lao PDR | ILO/Japan Project | 35 | 25 | 11 |
| 11-May-07 | Tripartite Seminar on ILO Multilateral Framework on Labour Migration and the Employment Administration & Coordination for Foreign Employment for Migrant workers | Lao PDR | ILO/Japan Project | 35 | 25 | 11 |
| | | | | | | |
| Thailand | | | | | | |
| 12-Feb-07 | Orientation Seminar on ILO's Multilateral Framework on Labour Migration | Thailand | ILO/Japan Project | 52 | 28 | 24 |
| 22-May-07 | Workshop on Economic Contribution of Migrant Workers to Thailand: Towards Policy Development | Thailand | ILO/Japan Project | 56 | 30 | 26 |

| | | | | | | |
|-------------------------------|--|-----------|-------------------|----|----|----|
| 09-Jul-07 | National Seminar on ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers | Thailand | ILO/Japan Project | 65 | 34 | 31 |
| | | | | | | |
| III. Capacity building | | | | | | |
| Cambodia | | | | | | |
| 26-27 July 07 | Workshop on Foreign Employment Administration | Cambodia | ILO/Japan Project | 35 | 24 | 11 |
| 28-30 May 07 | Workshop for Trade Union to raise awareness and create understanding about Migrant workers issues and to support organizing of migrant workers | Cambodia | ILO/Japan Project | 41 | 28 | 13 |
| | | | | | | |
| Lao PDR | | | | | | |
| 10-May-07 | Workshop on Foreign Employment Administration | Lao PDR | ILO/Japan Project | 35 | 25 | 10 |
| 20-22 June 07 | Workshop for Trade Union to raise awareness and create understanding about Migrant workers issues and to support organizing of migrant workers | Lao PDR | ILO/Japan Project | 34 | 23 | 11 |
| | | | | | | |
| Thailand | | | | | | |
| | | | | | | |
| 01-Jun-07 | Orientation Seminar on ILO's Multilateral Framework on Labour Migration in Thailand and Lao PDR | Thailand | ILO/Japan Project | 46 | 32 | 14 |
| 27-30 Mar 07 | Workshop for Trade Union to raise awareness and create understanding about Migrant workers issues and to support organizing of migrant workers | Thailand | ILO/Japan Project | 40 | 28 | 12 |
| | | | | | | |
| Indonesia | | | | | | |
| 1-3 Oct 07 | Pre-Departure Capacity Buiding in East Java - 5 step down training. | Indonesia | ILO/Japan Project | 27 | 15 | 12 |

| | | | | | | |
|---|--|-----------|-------------------|----|----|----|
| 4-8 Oct 07 | Para-legal capacity building to protect the right of migrant workers TOT training | Indonesia | ILO/Japan Project | 27 | 15 | 12 |
| 3-5 Nov 07 | Capacity Building on Indonesian Migrant workers rights and best practice in migration management | Indonesia | ILO/Japan Project | 27 | 15 | 12 |
| | | | | | | |
| IV. Remittances and Entrepreneurship development | | | | | | |
| Indonesia | | | | | | |
| 5-15 Aug 07 | Training workshop on Start-Your-Business Training of Trainer for Migrant Workers | Indonesia | ILO/Japan Project | 19 | 10 | 9 |
| 2-12 Sept 07 | Training workshop on Start-Your-Business Training of Trainer for Migrant Workers | Indonesia | ILO/Japan Project | 92 | 26 | 66 |
| 12-16 Nov 07 | Training workshop on Start-Your-Business Training of Trainer for Migrant Workers | Indonesia | ILO/Japan Project | 14 | 8 | 6 |
| | | | | | | |

List of Activities Organized or Participated by Project in 2008

ILO/Japan Project on Managing Cross-border Movement of Labour in Southeast Asia

| Date | Activities | Venue | Host | No. of Participants | Male | Female |
|--|---|---|---|---------------------|------|--------|
| I. Knowledge base and Information sharing | | | | | | |
| 21-May-08 | UN Thematic Working Group on International Migration | UNFPA Bangkok | UNFPA & IOM | 14 | 8 | 6 |
| 14-Jul-08 | TDRI Economic Costs and Benefits of Cross-border Labour Migration in the Greater Mekong Sub region: Thailand Country Study | Thailand Development Research Institute | Thailand Development Research Institute | 15 | 6 | 9 |
| 22-Aug-08 | Provided technical inputs to the White Paper on Migrants and Stateless People in Thailand developed by Migrants Working Group | | Migrant Working Group (NGOs alliance) | | | |
| June - 31 Oct 08 | Synthesis of countries studies on labour migration (Thailand) | | NIDA ILO/Japan Project | | | |
| II. Policy advocacy and awareness raising for good governance | | | | | | |
| Cambodia | | | | | | |
| 19-Feb-08 | Validation Workshop for Publication of International Labour Standards on Migrant Workers: Guide for Policy Makers and Practitioners | Imperial Garden Villa, Phnom Penh | Ministry of Labour and Vocational Training (MOLVT) ILO/Japan Project | 40 | 35 | 5 |
| Thailand | | | | | | |
| 1-Jul-08 | Editing and printing the Thai version of ILO Convention Concerning Migration for Employment (No. 97) and Convention Concerning Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers (No. 143) | The Windsor Suites Hotel, Bangkok | Department of Labour Protection and Welfare, Ministry of Labour and Excellent Business Management Co. ILO/Japan Project | 200 | 106 | 94 |

| | | | | | | |
|-----------|---|--|---|--|--|--|
| 23-Jul-08 | <p>Provided informal technical inputs to Ministry of Labour regarding preparation for discussion at ASEAN meeting on follow up to ASEAN Declaration on Promotion and Protection of the Rights of Migrant Workers adopted in January 2007.</p> | | <p>Ministry of Labour, Thailand ILO/Japan Project</p> | | | |
|-----------|---|--|---|--|--|--|

| III. Capacity building | | | | | | |
|-------------------------------|---|---|---|-----|-----|-----|
| Cambodia | | | | | | |
| 20 Feb 08 | Consultative Meeting on Review of Labour Migration Policies, Strategies, Management Institutions and Emigration Pressure in Cambodia | Imperial Garden Villa, Phnom Penh | Ministry of Labour and Vocational Training (MOLVT) ILO/Japan Project | 41 | 37 | 4 |
| 27-30 May 08 | Training Workshop on Labour Migration Policy and Management in Cambodia | Apsara Angkor Hotel, Siem Reap | Ministry of Labour and Vocational Training (MOLVT) ILO/Japan Project | 29 | 24 | 5 |
| Lao PDR | | | | | | |
| 26 Jan - 6 Mar 08 | Advisory services to strengthen domestic and foreign employment services | Vientiane, Champasak Province | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | N/A | | |
| 21-Feb-08 | Seminar on Situations and Management of Labour Migration in Champasak Province: Way Forward | Champasak Province | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | 28 | 22 | 6 |
| 25-27 Feb 08 | National Training Workshop on Domestic and Foreign Employment Services | Setha Palace hotel Vientiane | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | 33 | 28 | 5 |
| Thailand | | | | | | |
| 21-Mar-08 | National Conference on Migrant Policy: Balancing Economy, Health and Well Being | Miracle Grand Convention Hotel, Bangkok | Raks Thai Foundation | 500 | 265 | 235 |
| 12-16 May 08 | ILO/HRDF Training of Trainers Workshop for Paralegals on Promoting Migrant Workers' Rights and Access to Legal Justice | Rujira Guest House, Mae Sot, Tak Province | Human Rights and Development Foundation (HRDF) ILO/Japan Project | 24 | 19 | 5 |
| 23-May-08 | Special Lecture Series IV "Circular Migration and Mobility Partnerships between EU and Third Countries" | Chulalongkorn University, Bangkok | Centre for European Studies (CES), Chulalongkorn University | 15 | 8 | 7 |
| 4-Jun-08 | Briefing on Migration Issues to Four Delegates from Lao Federation of Trade Unions (LFTU) on their study tour to Thailand on 29 May - 4 June 2008 | ILO Bangkok | SRO-Bangkok | 4 | 3 | 1 |

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|---|--|--|---|-----|----|----|
| 17-Jun-08 | Seminar on Factors Affecting the Enforcement of Labour Protection Law in the Enterprises Employing Migrant Workers | The Emerald Hotel, Bangkok | Department of Labour Protection and Welfare, Ministry of Labour and Excellent Business Management Co. | 150 | 80 | 71 |
| 22-Jul-08 | ILO/MOL National Policy Seminar on Foreign Workers Employment Act (2008) and its Implications toward Labour Migration Management in Thailand | The Emerald Hotel, Bangkok | ILO/Japan Ministry of Labour | 75 | 32 | 43 |
| 18-Aug-08 | Brainstorming Seminar on Development of Occupational List Eligible for Migrant Workers as per the Foreign Workers Employment Act (2008) | The National Human Rights Commission | Institute for Population and Social Research, Mahidol University | 20 | 10 | 10 |
| 4-7 Sept 08 | Migrant Justice Programme on Training of Paralegal Trainers | The Human Rights and Development Foundation (HRDF) and Making Migrant Safety at Work Matter Project (MMSAWM) | Baan Klang Doi Hotel Resort ILO/Japan Project | 25 | 14 | 11 |
| Indonesia | | | | | | |
| 8-9 Mar08 | Step down Pre-departure training | Lumajang | SBMI | 26 | 12 | 14 |
| 29-30 Mar08 | Step down Pre-departure training | Jember | SBMI | 27 | 5 | 22 |
| 14-15 Apr08 | Step down Pre-departure training | Kediri | SBMI (2 locations) | 41 | 17 | 24 |
| 20 Nov 2008 | Workshop on Current Recruitment Practices and Roles Public and Private Employment Services in Labour Migration Process | Surabaya | ILO Japan | 99 | 85 | 14 |
| 24 - 26 Nov. 2008 | Training Workshop on Protection of Migrant Workers in Migration Process: Gaps, Best Practices and Challenges | Surabaya | ILO Japan | 24 | 15 | 9 |
| IV. Remittances and Entrepreneurship development | | | | | | |
| Loa PDR | | | | | | |
| Aug- Oct 08 | Conduct baseline survey, identify training needs and employment opportunities | Champasak Province | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | | | |
| Thailand | | | | | | |

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|------------------|---|--------------------------|--|----|----|----|
| 8-Oct-08 | Consultative Meeting on Migrant Workers' Remittances Channels | Ambassador Hotel | The Thai Bankers' Association (TBA) ILO/Japan Project | 33 | 24 | 9 |
| Indonesia | | | | | | |
| 28–29Apr08 | Production skill training | Malang (2 locations) | Seafast Center | 40 | 11 | 29 |
| 6–7May08 | Production skill training | Blitar (3 locations) | Seafast Center | 45 | 9 | 36 |
| 30 Apr– 1 May 08 | Production skill training | Kediri (2 locations) | Seafast Center | 31 | 8 | 23 |
| 8–9May08 | Production skill training | Sumenep (2 locations) | Seafast Center | 30 | 0 | 30 |
| 29-Aug-08 | Production skill training | Pamekasan (1 location) | Seafast Center | 21 | 0 | 21 |
| 24 - 25 June 08 | Production skill training | Jember (3 locations) | Seafast Center | 46 | 9 | 35 |
| 26 - 27 June 08 | Production skill training | Banyuwangi (2 locations) | Seafast Center | 35 | 10 | 25 |

| | | | | | | |
|------------------|---|---------------------|--------------|----|----|----|
| 29-Apr-08 | Fertilizer Making | Malang (1 location) | Condido Agro | 15 | 6 | 9 |
| 18-Nov-08 | Workshop on Remittance Services, Use of Remittances, and Micro-credit Programmes for Migrant Workers | Surabaya | ILO Japan | 46 | 26 | 20 |
| 18 - 19 Dec 2008 | Training of Trainers Workshop on Cooperative Concept, Formation, registration and management (a follow up to SYB training of trainers and step-down training) | Surabaya | ILO Japan | 27 | 13 | 14 |

List of Activities Organized or Participated by Project in 2009

ILO/Japan Project on Managing Cross-border Movement of Labour in Southeast Asia

| Date | Activities | Venue | Host | No. of Participants | Male | Female |
|--|--|--------------|--|---------------------|------|--------|
| I. Knowledge base and Information sharing | | | | | | |
| Lao PDR | | | | | | |
| May-June-09 | The Rapid Assessment of Global economic crisis on migrant workers | | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | | | |
| May-June-09 | The Rapid Assessment of Global economic crisis on migrant workers | | Lao Federation of Trade Union ILO/Japan Project | | | |
| Thailand | | | | | | |
| 12-May-09 | UN Thematic Working Group on International Migration | UNDP Bangkok | UNDP & IOM | 22 | 7 | 15 |
| 1-Feb-09 | Printed Report on Review of Labour Migration Policy and Institutional Framework in Thailand | | ILO/Japan Project | | | |
| 1-Feb-09 | Printed Synthesis Report on Labour Migration Policy in Thailand (English & Thai) | | ILO/Japan Project | | | |
| 1-May-09 | Printed Report on Review of Labour Migration Policy and Institutional Framework in Cambodia | | ILO/Japan Project | | | |
| 1-May-09 | Printed ILO Multilateral Framework on Labour Migration (Thai) | | ILO/Japan Project | | | |
| 1-Jun-09 | Printed Report on Migrant Worker Remittances and their Impact on Local Economic Development | | ILO/Japan Project | | | |
| 1-Jun-09 | Printed Report on Migrant workers' remittances: Cambodia, Lao PDR and Myanmar | | ILO/Japan Project | | | |
| 1-Jul-09 | Reprinted Convention 97: Convention concerning Migration for Employment (Revised), 1949, and Convention 143: Convention concerning Migration in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers, 1975 | | ILO/Japan Project | | | |

| Indonesia | | | | | | |
|---|---|---|--|----|----|----|
| 16 Apr 09 | Information and knowledge sharing meeting | Ria Resto, Surabaya, East Java Province | ILO Japan Project | 18 | 12 | 6 |
| 25-27 May - 09 | Study Impact of global financial crisis on returned migrant workers | LPKP Malang, East Java | LPKP Malang | | | |
| 29 Jul - 09 | Information and knowledge sharing meeting on MW insurance workshop results and recommendations | Ria Resto, Surabaya, East Java Province | ILO Japan Project | 16 | 9 | 7 |
| 10 Sep - 09 | Information and knowledge sharing meeting | Ria Resto, Surabaya, East Java Province | ILO Japan Project | 18 | 6 | 12 |
| 1 Oct - 09 | Information and knowledge sharing meeting | Ria Resto, Surabaya, East Java Province | ILO Japan Project | 18 | 6 | 12 |
| 30 Nov - 09 | Information and knowledge sharing meeting | Ria Resto, Surabaya, East Java Province | ILO Japan Project | 12 | 6 | 6 |
| II. Policy advocacy and awareness raising for good governance | | | | | | |
| Thailand | | | | | | |
| Jan-Dec - 09 | Dissemination of reports and publications | | ILO Japan Project | | | |
| 18 May - 09 | Formulation of Plan for Improving the Quality of Life of Migrant Workers in Thailand, IPSR | First Hotel, Bangkok | IPSR, Mahidol University | 25 | 8 | 17 |
| 17-Jun-09 | National Conference on Labour Migration | Amari Watergate Hotel, Bangkok | IOM, MOL and NHRCT | 50 | 29 | 21 |
| Indonesia | | | | | | |
| 22 Apr - 09 | Radio talkshow on impact of economic crisis on Indonesian migrant workers (The Commemoration of the ILO 90 years) | JJ FM Radio Surabaya, East Java Indonesia | ILO - Smart FM | 20 | 9 | 11 |
| III. Capacity building | | | | | | |
| Cambodia | | | | | | |
| 5 May - 09 | Consultative Workshop on Formulation of Labour Migration Policy | Sunway Hotel, Phnom Penh | Ministry of Labour and Vocational Training (MOLVT) ILO/Japan Project | 40 | 35 | 5 |
| 25-26 May - 09 | Workshop on Global Economic Crisis and its Impact on Employment and Labour Migration: Crisis preparedness and reintegration of returned migrant workers | Golden Sand Hotel, Sihanoukville | Ministry of Labour and Vocational Training (MOLVT) ILO/Japan Project | 45 | 40 | 5 |

| | | | | | | |
|-----------------|---|--|---|----|----|----|
| 23-25 Jun - 09 | The Second Consultative Workshop on Formulation of Labour Migration Policies in Cambodia | Allson Angkor Paradise, Siem Reap | Ministry of Labour and Vocational Training (MOLVT) ILO/Japan Project | 40 | 35 | 5 |
| 30 Jun - 09 | 4 th Inter-Ministerial Taskforce on Migration (IMTM) Meeting | Ministry of Women's Affairs, Phnom Penh | Ministry of Women's Affairs, Ministry of Labour and Vocational Training ILO/Japan Project | 80 | 35 | 45 |
| 18-19 Aug - 09 | CAMFEBA/ACRA/ILO Training Workshop on Management of Recruitment Agencies, Promotion of Foreign Employment and Protection of Migrant Workers | Cambodiana Hotel, Phnom Penh | CAMFEBA/ARCA ILO/Japan Project | 27 | 19 | 8 |
| 6-8 Oct - 09 | MOLVT-ILO/Japan Third Consultative Workshop on Formulation of Foreign Employment Policies for Cambodia | Golden Sand Hotel, Sihanoukville, Cambodia | Ministry of Labour and Vocational Training (MOLVT) ILO/Japan Project | 37 | 33 | 4 |
| 8 Dec - 09 | MOLVT-ILO/Japan Final Consultative Workshop on Formulation of Foreign Employment Policies for Cambodia | Sunway Hotel, Phnom Penh | Ministry of Labour and Vocational Training (MOLVT) ILO/Japan Project | | | |
| Lao PDR | | | | | | |
| 28-29 May - 09 | Workshop on Global Economic Crisis and its Impact on Employment and Labour Migration: Crisis preparedness and reintegration of returned migrant workers | Napakuang Resort, Vientiane Province | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | 35 | 30 | 5 |
| 21-24 Jul - 09 | Training Workshop on Labour Migration Policy and Management in Lao PDR | Thavonsouk Hotel, Vang Vieng | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | 36 | 30 | 6 |
| 25-27 Aug - 09 | Provincial Training Workshop on Management of Domestic and Foreign Employment Services in Champasak | Pakse, Champasak Province | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | 31 | 26 | 5 |
| Thailand | | | | | | |
| 23-27 Feb - 09 | Training Workshop on Labour Migration Policy and Management in Thailand | Amari Orchid Resort, Pattaya | Ministry Of Labour, Thailand (MOL) ILO/Japan Project | 24 | 13 | 11 |
| 9 Mar - 09 | Consultative meeting on Seasonal Labour Migration in Mae Sot and Trad | The Emerald Hotel, Bangkok | TDRI | | | |
| 31 Mar - 09 | The Launch of the International Migration in Thailand 2009 Report | The Foreign Correspondent's Club of Thailand (FCCT), Bangkok | IOM | | | |

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|------------------|---|---|--|----|----|----|
| 23-25 Apr - 09 | Forum on the Gendered Impact of the Economic Crisis on Asian Migrant Workers | Dusit Thani Hotel, Bangkok | UNIFEM, ILO with support of the EU | | | |
| 30-31 Jul - 09 | The 2 nd ASEAN Forum on Migrant Labour "ASEAN Declaration on Migrant Workers: Achieving its Commitment" | Sheraton Hotel, Bangkok | MOL, Thailand | | | |
| 11 Aug - 09 | ILO/Parliament Seminar on Labour Migration Policy, Strategy and Management in Thailand | Committee Conference Room no. 213-216, Parliament, Bangkok | Standing Committee on Labour, Thai Parliament ILO/Japan Project | 81 | 57 | 24 |
| 3 Sep - 09 | The Governance in Management of Labour Migration in Thailand | Saranites Conference Room, Main Auditorium, Chulalongkorn University, Bangkok | Asian Research Center for Migration ILO/Japan Project | 37 | 19 | 18 |
| 12-14 Oct - 09 | ILO/Japan/HRDF Seminar on Managing and Understanding Labour Migration through Social Dialogue at the Provincial Level | Taboonban Resort, Samut Songkram | Human Rights and Development Foundation (HRDF) ILO/Japan Project | 46 | 20 | 26 |
| 26-28 Oct - 09 | ILO/Japan/HRDF Seminar on Managing and Understanding Labour Migration through Social Dialogue at the Provincial Level | Suan Bua Hotel and Resort, Chiang Mai | Human Rights and Development Foundation (HRDF) ILO/Japan Project | 42 | 22 | 20 |
| 14 Dec - 09 | Exploitation of Thai and Migrant Workers in the Seafood and Garment Industries in Thailand – Situation Analysis, Legal Implications and Effective Responses - A seminar with Employers and other concerned Stakeholders | Swissotel Le Concord Hotel, Bangkok | Department of Labour Protection and Welfare, MOL Thailand ILO/Japan Project | | | |
| Indonesia | | | | | | |
| 14 Jul - 09 | Workshop on Migrant Worker Insurance: current practices, gap and solutions | Shangrilla Hotel | ILO Japan Project | 50 | 22 | 28 |
| 16-18 Jul - 09 | Paralegal step down training | Jember, East Java | SBMI ILO/Japan Project | 30 | 9 | 21 |
| 21-23 Jul - 09 | Pre-departure step down training | Tambelangan Sub District Sampang, Madura | SBMI ILO/Japan Project | 30 | 17 | 13 |
| 24-26 Jul - 09 | Pre-departure step down training | Robatal sub district Sampang, Madura | SBMI ILO/Japan Project | 30 | 17 | 13 |

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|------------------|---|---------------------------------------|--|----|----|----|
| 30 Jul - 09 | Workshop on developing model and self help system for empowerment and protection of female migrant workers | PPTKIS Bina Mandiri, Malang East Java | Ministry of women empowerment Republic Indonesia | 20 | 8 | 12 |
| 31 Jul-2 Aug 09 | Pre-departure step down training | Ponorogo, East Java | ILO Japan Project | 30 | 19 | 11 |
| 18-20 Aug - 09 | Paralegal step down training | Sampang district East Java | SBMI ILO/Japan Project | | | |
| 14-16 Oct - 09 | Training workshop on good practices in migration Management in East Java | Malang, East Java | ILO Japan Project | 25 | 20 | 5 |
| 19-21 Oct - 09 | Training workshop on good practices in migration Management in East Java | Surabaya | ILO Japan Project | 22 | 14 | 8 |
| 24 - 26 Oct - 09 | Training Workshop on Managing Small Business Association Training for Migrant Workers' Cooperatives East Java | Hotel Bisanta Surabaya | ILO Japan Project | 27 | 8 | 19 |
| 5 Nov - 09 | Review Local Regulation and Policy on the Protection of Migrant Workers in East Java | Hotel Singgasana Surabaya | ILO/Japan Project & Disnaker East Java & Migrant Worker Unions | 84 | 52 | 32 |

| IV. Remittances and Entrepreneurship development | | | | | | |
|--|--|---------------------|--|----|----|----|
| Lao PDR | | | | | | |
| 19 Mar - 09 | Workshop on Employment Opportunity and Labour Migration in three targeted villages of three districts, Champassak Province | Champasack Province | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | 18 | 11 | 7 |
| Indonesia | | | | | | |
| 25-27 May - 09 | GET AHEAD training of entrepreneurs Malang District (Gender Entrepreneurship Training) | Malang, East Java | Disnaker Malang and MW unions ILO/Japan Project | 27 | 10 | 17 |
| 28-30 May - 09 | GET AHEAD training of entrepreneurs Blitar District (Gender Entrepreneurship Training) | Blitar, East Java | MW Unions ILO/Japan Project | 27 | 11 | 16 |
| 12-14 Oct - 09 | GET AHEAD training of entrepreneurs Malang District (Gender Entrepreneurship Training) | Malang, East Java | Disnaker Malang and MW unions ILO/Japan Project | 26 | 4 | 22 |
| 22-24 Oct - 09 | Step down training on managing small business association in Surabaya, East Java | Surabaya | ILO/Japan Project | 27 | 7 | 20 |

List of Activities Organized or Participated by Project in 2009

ILO/Japan Project on Managing Cross-border Movement of Labour in Southeast Asia

| Date | Activities | Venue | Host | No. of Participants | Male | Female |
|--|---|--------------|--|---------------------|------|--------|
| I. Knowledge base and Information sharing | | | | | | |
| Lao PDR | | | | | | |
| May-June-09 | The Rapid Assessment of Global economic crisis on migrant workers | | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | | | |
| May-June-09 | The Rapid Assessment of Global economic crisis on migrant workers | | Lao Fedreation of Trade Union ILO/Japan Project | | | |
| Thailand | | | | | | |
| 12-May-09 | UN Thematic Working Group on International Migration | UNDP Bangkok | UNDP & IOM | 22 | 7 | 15 |
| 1-Feb-09 | Printed Report on Review of Labour Migration Policy and Institutional Framework in Thailand | | ILO/Japan Project | | | |

| | | | | | | |
|--|--|---|--------------------------|----|----|----|
| 1-Feb-09 | Printed Synthesis Report on Labour Migration Policy in Thailand (English & Thai) | | ILO/Japan Project | | | |
| 1-May-09 | Printed Report on Review of Labour Migration Policy and Institutional Framework in Cambodia | | ILO/Japan Project | | | |
| 1-May-09 | Printed ILO Multilateral Framework on Labour Migration (Thai) | | ILO/Japan Project | | | |
| 1-Jun-09 | Printed Report on Migrant Worker Remittances and their Impact on Local Economic Development | | ILO/Japan Project | | | |
| 1-Jun-09 | Printed Report on Migrant workers' remittances: Cambodia, Lao PDR and Myanmar | | ILO/Japan Project | | | |
| 1-Jul-09 | Reprinted Convention 97: Convention concerning Migration for Employment (Revised), 1949, and Convention 143: Convention concerning Migration in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers, 1975 | | ILO/Japan Project | | | |
| Indonesia | | | | | | |
| 16 Apr 09 | Information and knowledge sharing meeting | Ria Resto, Surabaya, East Java Province | ILO Japan Project | 18 | 12 | 6 |
| 25-27 May -09 | Study Impact of global financial crisis on returned migrant workers | LPKP Malang, East Java | LPKP Malang | | | |
| 29 Jul - 09 | Information and knowledge sharing meeting on MW insurance workshop results and recommendations | Ria Resto, Surabaya, East Java Province | ILO Japan Project | 16 | 9 | 7 |
| 10 Sep - 09 | Information and knowledge sharing meeting | Ria Resto, Surabaya, East Java Province | ILO Japan Project | 18 | 6 | 12 |
| 1 Oct - 09 | Information and knowledge sharing meeting | Ria Resto, Surabaya, East Java Province | ILO Japan Project | 18 | 6 | 12 |
| 30 Nov - 09 | Information and knowledge sharing meeting | Ria Resto, Surabaya, East Java Province | ILO Japan Project | 12 | 6 | 6 |
| II. Policy advocacy and awareness raising for good governance | | | | | | |
| Thailand | | | | | | |
| Jan-Dec - 09 | Dissemination of reports and publications | | ILO Japan Project | | | |
| 18 May - 09 | Formulation of Plan for Improving the Quality of Life of Migrant Workers in | First Hotel, Bangkok | IPSR, Mahidol University | 25 | 8 | 17 |

| | | | | | | |
|-------------------------------|---|--|---|----|----|----|
| | Thailand, IPSR | | | | | |
| 17-Jun-09 | National Conference on Labour Migration | Amari Watergate Hotel, Bangkok | IOM, MOL and NHRCT | 50 | 29 | 21 |
| Indonesia | | | | | | |
| 22 Apr - 09 | Radio talkshow on impact of economic crisis on Indonesian migrant workers (The Commemoration of the ILO 90 years) | JJ FM Radio Surabaya, East Java Indonesia | ILO - Smart FM | 20 | 9 | 11 |
| III. Capacity building | | | | | | |
| Cambodia | | | | | | |
| 5 May - 09 | Consultative Workshop on Formulation of Labour Migration Policy | Sunway Hotel, Phnom Penh | Ministry of Labour and Vocational Training (MOLVT) ILO/Japan Project | 40 | 35 | 5 |
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| 30 Jun - 09 | 4 th Inter-Ministerial Taskforce on Migration (IMTM) Meeting | Ministry of Women's Affairs, Phnom Penh | Ministry of Women's Affairs, Ministry of Labour and Vocational Training ILO/Japan Project | 80 | 35 | 45 |
| 18-19 Aug - 09 | CAMFEB/ACRA/ILO Training Workshop on Management of Recruitment Agencies, Promotion of Foreign Employment and Protection of Migrant Workers | Cambodiana Hotel, Phnom Penh | CAMFEB/ARCA ILO/Japan Project | 27 | 19 | 8 |
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| 8 Dec - 09 | MOLVT-ILO/Japan Final Consultative Workshop on Formulation of Foreign Employment Policies for Cambodia | Sunway Hotel, Phnom Penh | Ministry of Labour and Vocational Training (MOLVT) ILO/Japan Project | | | |
| Lao PDR | | | | | | |

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|-----------------|---|---|---|----|----|----|
| 28-29 May -09 | Workshop on Global Economic Crisis and its Impact on Employment and Labour Migration: Crisis preparedness and reintegration of returned migrant workers | Napakuang Resort, Vientiane Province | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | 35 | 30 | 5 |
| 21-24 Jul -09 | Training Workshop on Labour Migration Policy and Management in Lao PDR | Thavonsouk Hotel, Vang Vieng | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | 36 | 30 | 6 |
| 25-27 Aug -09 | Provincial Training Workshop on Management of Domestic and Foreign Employment Services in Champasak | Pakse, Champasak Province | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | 31 | 26 | 5 |
| Thailand | | | | | | |
| 23-27 Feb -09 | Training Workshop on Labour Migration Policy and Management in Thailand | Amari Orchid Resort, Pattaya | Ministry Of Labour, Thailand (MOL) ILO/Japan Project | 24 | 13 | 11 |
| 9 Mar - 09 | Consultative meeting on Seasonal Labour Migration in Maesot and Trad | The Emerald Hotel, Bangkok | TDRI | | | |
| 31 Mar - 09 | The Launch of the International Migration in Thailand 2009 Report | The Foreign Correspondent's Club of Thailand (FCCT), Bangkok | IOM | | | |
| 23-25 Apr -09 | Forum on the Gendered Impact of the Economic Crisis on Asian Migrant Workers | Dusit Thani Hotel, Bangkok | UNIFEM, ILO with support of the EU | | | |
| 30-31 Jul -09 | The 2 nd ASEAN Forum on Migrant Labour "ASEAN Declaration on Migrant Workers: Achieving its Commitment" | Sheraton Hotel, Bangkok | MOL, Thailand | | | |
| 11 Aug - 09 | ILO/Parliament Seminar on Labour Migration Policy, Strategy and Management in Thailand | Committee Conference Room no. 213-216, Parliament, Bangkok | Standing Committee on Labour, Thai Parliament ILO/Japan Project | 81 | 57 | 24 |
| 3 Sep - 09 | The Governance in Management of Labour Migration in Thailand | Saranites Conference Room, Main Auditorium, Chulalongkorn University, Bangkok | Asian Research Center for Migration ILO/Japan Project | 37 | 19 | 18 |
| 12-14 Oct -09 | ILO/Japan/HRDF Seminar on Managing and Understanding Labour Migration through Social Dialogue at the Provincial Level | Taboonban Resort, Samut Songkram | Human Rights and Development Foundation (HRDF) ILO/Japan Project | 46 | 20 | 26 |

| | | | | | | |
|------------------|---|--|---|----|----|----|
| 26-28 Oct -09 | ILO/Japan/HRDF Seminar on Managing and Understanding Labour Migration through Social Dialogue at the Provincial Level | Suan Bua Hotel and Resort, Chiang Mai | Human Rights and Development Foundation (HRDF) ILO/Japan Project | 42 | 22 | 20 |
| 14 Dec - 09 | Exploitation of Thai and Migrant Workers in the Seafood and Garment Industries in Thailand – Situation Analysis, Legal Implications and Effective Responses - A seminar with Employers and other concerned Stakeholders | Swissotel Le Concord Hotel, Bangkok | Department of Labour Protection and Welfare, MOL Thailand ILO/Japan Project | | | |
| Indonesia | | | | | | |
| 14 Jul - 09 | Workshop on Migrant Worker Insurance: current practices, gap and solutions | Shangrilla Hotel | ILO Japan Project | 50 | 22 | 28 |
| 16-18 Jul -09 | Paralegal step down training | Jember, East Java | SBMI ILO/Japan Project | 30 | 9 | 21 |
| 21-23 Jul -09 | Pre-departure step down training | Tambelangan Sub District Sampang, Madura | SBMI ILO/Japan Project | 30 | 17 | 13 |
| 24-26 Jul -09 | Pre-departure step down training | Robatal sub district Sampang, Madura | SBMI ILO/Japan Project | 30 | 17 | 13 |
| 30 Jul - 09 | Workshop on developing model and self help system for empowerment and protection of female migrant workers | PPTKIS Bina Mandiri, Malang East Java | Ministry of women empowerment Republic Indonesia | 20 | 8 | 12 |
| 31 Jul-2 Aug 09 | Pre-departure step down training | Ponorogo, East Java | ILO Japan Project | 30 | 19 | 11 |
| 18-20 Aug -09 | Paralegal step down training | Sampang district East Java | SBMI ILO/Japan Project | | | |
| 14-16 Oct -09 | Training workshop on good practices in migration Management in East Java | Malang, East Java | ILO Japan Project | 25 | 20 | 5 |
| 19-21 Oct -09 | Training workshop on good practices in migration Management in East Java | Surabaya | ILO Japan Project | 22 | 14 | 8 |
| 24-26 Oct -09 | Training Workshop on Managing Small Business Association Training for Migrant Workers' Cooperatives East Java | Hotel Bisanta Surabaya | ILO Japan Project | 27 | 8 | 19 |

| | | | | | | |
|---|--|---------------------------|--|----|----|----|
| 5 Nov - 09 | Review Local Regulation and Policy on the Protection of Migrant Workers in East Java | Hotel Singgasana Surabaya | ILO/Japan Project & Disnaker East Java & Migrant Worker Unions | 84 | 52 | 32 |
| IV. Remittances and Entrepreneurship development | | | | | | |
| Lao PDR | | | | | | |
| 19 Mar - 09 | Workshop on Employment Opportunity and Labour Migration in three targeted villages of three districts, Champassak Province | Champasack Province | Ministry of Labour and Social Welfare (MOLSW) ILO/Japan Project | 18 | 11 | 7 |
| Indonesia | | | | | | |
| 25-27 May-09 | GET AHEAD training of entrepreneurs Malang District (Gender Entrepreneurship Training) | Malang, East Java | Disnaker Malang and MW unions ILO/Japan Project | 27 | 10 | 17 |
| 28-30 May-09 | GET AHEAD training of entrepreneurs Blitar District (Gender Entrepreneurship Training) | Blitar, East Java | MW Unions ILO/Japan Project | 27 | 11 | 16 |
| 12-14 Oct-09 | GET AHEAD training of entrepreneurs Malang District (Gender Entrepreneurship Training) | Malang, East Java | Disnaker Malang and MW unions ILO/Japan Project | 26 | 4 | 22 |
| 22-24 Oct-09 | Step down training on managing small business association in Surabaya, East Java | Surabaya | ILO/Japan Project | 27 | 7 | 20 |

List of Activities Organized or Participated by Project in 2010

ILO/Japan Project on Managing Cross-border Movement of Labour in Southeast Asia

| Date | Activities | Venue | Host | No. of Participants | Male | Female |
|--|--|---------------------|-------------------|---------------------|------|--------|
| I. Knowledge base and Information sharing | | | | | | |
| Thailand | | | | | | |
| | Printed Migrant workers' remittances from Thailand to Cambodia, Lao PDR and Myanmar: Synthesis report on survey findings | | ILO/Japan Project | | | |
| | Printed Agenda for Labour Migration Policy in Thailand | | ILO/Japan Project | | | |
| Indonesia | | | | | | |
| 01-Apr-10 | Consultative and Knowledge Sharing Meeting in Migrant Workers Protection | Surabaya, East Java | ILO/Japan Project | 14 | 9 | 5 |

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|-----------|--|---------------------|-------------------|----|---|---|
| 10-Jun-10 | Consultative and Knowledge Sharing Meeting in Migrant Workers Protection | Surabaya, East Java | ILO/Japan Project | 14 | 8 | 6 |
| | | | | | | |

| II. Policy advocacy and awareness raising for good governance | | | | | | |
|---|--|------------------------------------|-------------------------------------|-----|-----|-----|
| Cambodia | | | | | | |
| 10-Aug-10 | Launch of Labour Migration Policy and Meeting of Stakeholders | Cambodian Hotel, Phnom Penh | ILO/Japan Project | 121 | 112 | 9 |
| | | | | | | |
| Lao PDR | | | | | | |
| 21-23 Jul-10 | First Consultative Meeting on Drafting of the Decree on Domestic and Overseas Employment Service for Lao Citizen | Pakxan Hotel, Bolikhamxay Province | ILO/Japan Project | 56 | 52 | 4 |
| 24-27 Aug-10 | Second Consultative Meeting on Drafting of the Decree on Domestic and Overseas Employment Service for Lao Citizen | Thalat, Vientiane | ILO/Japan Project | 24 | 18 | 6 |
| 4-7 Oct-10 | Meeting with Ministry of Justice to Review the Texts of the Draft Decree on Domestic and Overseas Employment Service for Lao Citizen | Vientiane | ILO/Japan Project | 10 | 7 | 3 |
| | | | | | | |
| Thailand | | | | | | |
| 23-Feb-10 | National Seminar on Agenda for Labour Migration Policy in Thailand | Amari Watergate Hotel, Bangkok | ILO/Japan Project and MOL, Thailand | 124 | 60 | 64 |
| 17-Jun-10 | Campaign against the unlawful employment of labour (migrants) in the food processing industry for export | Surathani | MOL, Thailand | 400 | 220 | 180 |
| 24-Jun-10 | Campaign against the unlawful employment of labour (migrants) in the food processing industry for export | Samusakon Province | MOL, Thailand | 500 | 275 | 225 |
| 21-Jul-10 | Review of the amended Alien Employment Act | Parliament | Standing Committee on Labour | 35 | 28 | 7 |
| 18-20-Aug-10 | The 3 rd National Migrant Health Conference 2010 | Four Wings Hotel | Ministry of Public Health | 500 | 275 | 225 |
| | | | | | | |
| Indonesia | | | | | | |

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|-------------------------------|---|-----------------------------------|-------------------|----|----|----|
| 29-Apr-10 | First consultative meeting on amendment of Local Ordinance Placement and Protection of Migrant | Surabaya, East Java | ILO/Japan Project | 41 | 30 | 11 |
| 08-Jul-10 | Legal drafting amendment Ordinance No. 2 of 2004 Placement/Protection Migrant Workers East Java - First Meeting | Surabaya, East Java | ILO/Japan Project | 18 | 12 | 6 |
| 16 - 17 Jul-10 | Legal drafting amendment Ordinance No. 2 of 2004 Placement/Protection Migrant Workers East Java - Second Meeting | Surabaya, East Java | ILO/Japan Project | 15 | 7 | 8 |
| 06-Oct-10 | Public Hearing on the Amendment of Local Ordinance of East Java No.2 2004 on Placement, Protection, Services for Migrant Workers | Hotel Bumi, Surabaya | ILO/Japan Project | 42 | 24 | 18 |
| | | | | | | |
| III. Capacity building | | | | | | |
| Cambodia | | | | | | |
| 15-16 Sep-10 | Training Workshop for Provincial Government Official on Labour Migration Management | Golden Sand Hotel, Sihanouk Ville | ILO/Japan Project | 26 | 22 | 4 |
| 29-30 Sep-10 | Training Workshop for Provincial Government Official on Labour Migration Management | Allson Paradise Hotel, Siem Reap | ILO/Japan Project | 38 | 32 | 6 |
| | | | | | | |
| Lao PDR | | | | | | |
| May - Sept 10 | Employment Services Operation Manual - Overseas Employment Component | Lao PDR | ILO/Japan Project | | | |
| 28-30 Jun-10 | Training of trainer workshop on domestic and overseas employment service operation | Thavornsuk Hotel, Vang Vieng | ILO/Japan Project | 15 | 10 | 5 |
| 01-Jul-10 | Training on Use of Computer-based Labour Market Information for Domestic and Foreign Employment in pilot provinces – Vientiane, Savannakhet and Champasak | MOLSW, Vientiane | ILO/Japan Project | 10 | 8 | 2 |

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|---|---|--|------------------------------------|----|----|----|
| 2-4 Aug-10 | Provincial Training Workshop on Employment Services for District Officers of the Ministry of Labour and Social Welfare in Vientiane Capital | Ministry of Education Training Center, Vientiane | ILO/Japan Project | 20 | 16 | 4 |
| 11-13 Aug 10 27 Sep- 1 Oct | Step-down Training Workshop on Operation of Employment Service Job Centres for Domestic and Overseas Employment for District Official | Savannakhet and Champasak | ILO/Japan Project | 67 | 53 | 14 |
| 4-7 Oct -10 | Meeting on Proposal for Drafting a Decree on Domestic and Overseas Employment Service in Lao PDR (Step 5) - Ministry of Justice | Vientiane | ILO/Japan Project | 10 | 7 | 3 |
| Thailand | | | | | | |
| 22-23-Mar-10 | Trade Unions to Protect and Promote the Rights of Migrant Workers | Cholapruek Resort, Nakornnayok province | ILO/Japan Project | 23 | 14 | 9 |
| Indonesia | | | | | | |
| 06-Jul-10 | Meeting Development of Provincial Employment Action Plan - Bappeda Office | Surabaya, East Java | Provincial Planning Board | 14 | 8 | 6 |
| 3 - 4 Aug-10 | Workshop Zero Undocumented Migrant Workers | Hotel Sun City Sidoarjo District | Public Welfare Bureau | 45 | 32 | 13 |
| 05-Aug-10 | Workshop Development National Action Plan on Human Right "Migrant Workers" by Justice Ministry and Raoul Wallenberg Institute Swedish | Hotel Shangrilla Surabaya | Justice Ministry and RWI Indonesia | 15 | 6 | 9 |
| 06-Aug-10 | Meeting Formation of Migrant Workers Network East Java at ILO Office Surabaya | Surabaya, East Java | ILO/Japan Project | 8 | 4 | 4 |
| IV. Remittances and Entrepreneurship development | | | | | | |
| Indonesia | | | | | | |
| 3-7 Jun-10 | Training of Trainers Workshop on financial literacy education for migrant workers and their families | Hotel Ibis Tamarin Jakarta | ILO Jakarta ILO/Japan Project | 12 | 7 | 5 |

| | | | | | | |
|----------------|---|----------------------|-------------------|----|----|----|
| 1-3 Jul-10 | Step-down training workshop on financial literacy education for migrant workers and their families | Tulungagung District | ILO/Japan Project | 32 | 8 | 24 |
| 21-22 Jul - 10 | Refresher Training Workshop on Management of Migrants' Micro-credit Cooperatives and Entrepreneurship Development in Migrants' Community in East Java | Surabaya, East Java | ILO/Japan Project | 18 | 10 | 8 |
| 22-24 Jul-10 | Step-down training workshop on financial literacy education for migrant workers and their families | Malang District | ILO/Japan Project | 30 | 7 | 23 |
| 20-21 Aug -10 | Step-down training workshop on financial literacy education for migrant workers and their families | Sumenep District | ILO/Japan Project | 20 | 3 | 17 |

Appendix IV

List of Publications and Documents

| No. | Title | By | Date | Language |
|-----|--|--|---------------------------------------|--------------|
| 1 | Promoting Migrant Workers' Right to Equality before the Law and Access to Justice: Manual for Training of Paralegals | Human Rights and Development Foundation (HRDF) | December 2007 | Thai/Burmese |
| 2 | Report on Impact of Remittance of Cambodian Migrant Workers in Thailand on Their Families in Cambodia | Center for Advanced Study (CAS) | December 2007 (not printed) | English |
| 3 | International Labour Standards on Migrant Workers' Rights: Guide for Policymakers and Practitioners in Asia and the Pacific | SRO Bangkok | 2007 | English/Thai |
| 4 | The Economic Contribution of Migrant Workers to Thailand: Towards Policy Development | Mr. Philip Martin | 2007 | English/Thai |
| 5 | To Where the Grass is Greener? A Report on Promoting Orderly Labour Migration from Laos to Thailand through Strengthening of Employment Services, Lao PDR | Mr. Donald James Fraser | April 2008 (not printed) | English |
| 6 | Booklet of Convention 97: concerning Migration for Employment (Revised), 1949 and Convention 143: concerning Migration in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers, 1975 | ILO/Japan | July 2008 | Thai |
| 7 | Inter-state Cooperation on Labour Migration: Lessons learned from MOUs between Thailand and neighboring countries | ILO/Japan/EU | 2008 | English |

| No. | Title | By | Date | Language |
|------------|--|--|---------------|-----------------|
| 8 | Review of Labour Migration Policies, Regulatory Framework, Management Institutions and Immigration Pressure in Thailand | Thailand Development Research Institute Foundation (TDRI) | March 2009 | Thai |
| 9 | A Synthesis Report on Labour Migration Policies, Management and Immigration Pressure in Thailand | Ms. Pungpond Rukumnuaykit | March 2009 | English/Thai |
| 10 | ILO Multilateral Framework on Labour Migration | ILO/Japan | May 2009 | Thai |
| 11 | Working paper of Review of Labour Migration Management, Policies and Legal Framework in Cambodia | Cambodia Development Resource Institute (CDRI) | May 2009 | English |
| 12 | Working paper of Migrant Worker Remittances and their Impact on Local Economic Development, Lao, PDR | Microfinance Center | June 2009 | English |
| 13 | Migrant workers' remittances: Cambodia, Lao PDR and Myanmar | Institute for Population and Social Research, Mahidol University | June 2009 | English |
| 14 | Migrant workers' remittances from Thailand to Cambodia, Lao PDR and Myanmar: Synthesis report on survey findings in three countries and good practices | Ms. Linda Deelen and Mr. Pracha Vasuprasat | February 2010 | English |
| 15 | Agenda for labour migration policy in Thailand: Towards long-term competitiveness | Mr. Pracha Vasuprasat | 2010 | English/Thai |

