



Country or Region: South-East Asia (ASEAN Region)

Title: Tripartite Action for the Protection and Promotion of the Rights of Migrant Workers (ASEAN TRIANGLE Project)

P&B Outcome: Outcome 7: More Migrant Workers are protected and more migrant workers have access to productive employment and decent work

Outcome 9: Employers have strong, independent and representative organizations.

Outcome 13: Decent Work in Economic Sector: A sector-specific approach to decent work is applied

Outcome 15: Force Labour: Forced labour is eliminated

Report:  Annual For projects reporting on an annual basis, all sections must be completed and the report must cover the previous 12 months.

6-month For projects reporting twice per year, all sections must be completed and the report must cover the previous 6 months.

Quarterly For projects reporting on a quarterly basis, every second and fourth report (i.e. twice a year) should complete all sections. The other reports may leave out sections A3 and A4.

Sequence:  1<sup>st</sup> report  2<sup>nd</sup> report  3<sup>rd</sup> report  4<sup>th</sup> report  5<sup>th</sup> report  6<sup>th</sup> report  7<sup>th</sup> report  8<sup>th</sup> report  9<sup>th</sup> report  10<sup>th</sup> report  11<sup>th</sup> report

Related project(s):

Reporting Information	
Reporting period:	From April 2013 to March 2014
Report prepared by:	Manuel Imson, Senior Program Officer/ Project Coordinator [31 <sup>st</sup> May 2014]
Report reviewed by:	<p>Nilim Baruah, Regional Migration Specialist, Regional Office for Asia and the Pacific, International Labour Organization, [date]</p> <p><i>I have reviewed the classifications and agree they are a fair and accurate reflection of progress</i></p> <p style="text-align: right;">Reviewer initials: NB</p>
Report approved by:	<p>Ma. Alcestis A. Mangahas, Deputy Regional Director, Regional Office for Asia and the Pacific, International Labour Organization, [date]</p> <p><i>I have reviewed the classifications and agree they are a fair and accurate reflection of progress</i></p> <p style="text-align: right;">Approver initials: AM</p>

## EXECUTIVE SUMMARY

The ASEAN community has recognized the importance of labour migration in the region. It is included in two of the three ASEAN Blueprints. In line with these regional frameworks, **the ASEAN TRIANGLE Project's (ATP) interventions on labour migration governance focus on promoting the protection of the rights of migrant workers, and facilitating labour mobility in ASEAN.** The Economic Community Blueprint calls for the free flow of skilled labour while the Social-Cultural Community Blueprint provides for the protection and promotion of the rights of migrant workers. In January 2007, the ASEAN heads of states adopted the **ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers** (Cebu Declaration). The Cebu Declaration promotes the full potential and dignity of migrant workers in a climate of freedom, equity, and stability in accordance with the laws, regulations, and policies of respective ASEAN Member States. It defines the obligations of the sending and receiving states and the ASEAN community in protecting and promoting the rights of migrant workers. The ASEAN Labour Ministers' work plan 2010-2015 recognizes the ILO, employers' and workers' organizations as key dialogue partners. Protection and promotion of labour rights, including migrant workers' rights, is a thematic area under the work plan.

ATP's objectives are anchored in the ASEAN blueprints, the ALM Work plan and the Cebu Declaration. ATP's activities are centered on the protection of migrant workers and strengthening the capacity of governments and the social partners, and coordination between related ASEAN stakeholders, including regional entities like the ASEAN Secretariat (Socio-Cultural Community Department), the ASEAN Committee on the Implementation of the Declaration on the Protection and Promotion of the Rights Migrant Workers (ACMW), the ASEAN Trade Union Council (ATUC), the ASEAN Confederation of Employers (ACE), the Task Force on ASEAN Migrant Workers (TFAMW) and the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) (Annex 1). ATP outputs are consistent with ASEAN priorities, targets and commitments, as reflected in the plans and programs of these regional entities, as well as the ASEAN Labour Ministers Work Programme (ALM).

**A key output in the area of protection is ATP's continuous support to the annual high-level ASEAN Forum on Migrant Labour (AFML), where senior labour officials and high-level representatives of workers' and employers' organizations, and civil society from all AMS come together to discuss key issues in the protection of migrant workers. The AFML process remains to be unique because of its tripartite nature. It advances implementation of the Cebu Declaration by choosing its themes from the obligations of sending and receiving States. In 2013, the 6<sup>th</sup> AFML was successfully held in Brunei with the tripartite partners and civil society representatives discussing two themes derived from the Declaration and resulting to the adoption of "Recommendations" containing agreed conclusions and directions to pursue (Annex 2).**

ATP's other **key achievements in the protection aspects of labour migration governance include:** (i) the delivery of regional training programs on labour migration governance and regional integration; (ii) regional dialogues on the protection of workers in vulnerable sectors; (iii) support programme for Cambodia, Laos, Myanmar and Vietnam (CLMV) to share Philippines experience in overseas employment administration particularly in the areas of migrant welfare funds, bilateral agreements, and labour migration data collection.

**In the area of labour mobility, the blueprint for the ASEAN Economic Community (AEC) 2015 includes the free flow of skilled labour in the eight professional sectors covered by the Mutual Recognition Arrangements (MRAs) and directs the ASEAN Member States (AMS) to establish an ASEAN skills and qualifications framework to facilitate the labour mobility of less-skilled workers in the region.** In this regard, the ATP conducted a scoping study to evaluate the readiness of AMS to successfully develop the ASEAN skill standards and national qualifications framework by 2015. The findings of the scoping study were presented at a regional workshop and were used by AMS as a guide to develop their respective country Action Plans, identifying their priority sector/skill and their proposed collaborating countries. The Actions Plans were later presented before the employers' regional meeting for validation. While AEC aims to facilitate the mobility of professional and skilled workers, most of the region's migrant workers are low-skilled and many are undocumented. The professional occupations covered by MRAs account for only 0.3 - 1.4 per cent of the total employment in AMS (Annex 3). If AMS are to reap the benefits of labour mobility they will need to manage low-skilled migration more effectively and provide sufficient protection for all migrant workers.

Protection of the rights of migrant workers is enhanced with evidence-base policy and programs but yet ASEAN has no existing labor migration database. ATP developed the first comprehensive **International Labour Migration Statistics Database (ILMS) for ASEAN in close coordination with AMS and the ASEAN Secretariat**. The ILMS was well received by the ACMW and AMS reiterated their continued support to it.

In pursuing ATP's objective on capacity building, and in line with the core principles of the Multilateral Framework on Labour Migration, ATP worked closely with social partners to ensure coordinated responses to regional issues on aspects of migration management. To achieve this, **both ACE and ATUC developed three-year work plans with ATP with the view to increase the capacity of their national organizations to engage in labour migration policy debates in ASEAN**. This is the first time that either regional body has adopted work plans on labour migration.

In program year 2013-2014, the ATP accomplished the following key activities: **(1) hosted and supported 37 meetings** attended by 1589 delegates (Annex 4: gender disaggregated data; Annex 5: list of events); **(2) held its first Project Advisory Committee (PAC) meeting in June 2013**, following the 8<sup>th</sup> Sub-regional Advisory Committee Meeting (SURAC); **(3) completed 6 research reports** on (i) Background paper: Progress on the implementation of the recommendations adopted at the 3<sup>rd</sup> and 4<sup>th</sup> AFML; (ii) Assessment of the readiness of ASEAN Member States for implementation of the commitment to the free flow of skilled labour within the ASEAN Economic Community from 2015 (Annex 6); (iii) Assessment of mandatory HIV/AIDS screening practices in Cambodia, Indonesia and the Philippines and impact on migrant workers (Annex 7); (iv) Key issues and challenges faced by members of ACE in the recruitment, employment and return and reintegration of migrant workers; (v) Recruitment of ASEAN Migrant Workers into the fishing industry (Case Study: Taiwan (China)) and (vi) Work in Fishing in the ASEAN Region: Protection of Migrant Workers (Annex 8); **(4) initiated studies in 3 areas:** (i) the feasibility study on establishing migrant welfare funds in Cambodia, Laos, and Myanmar; (ii) a compendium on labour migration legislation, emigration procedures, standard contracts, recruitment costs and bilateral agreements; and (iii) review of the effectiveness of Bilateral Agreements and MOUs in ASEAN; **(5) started developing guidelines in 2 areas for CLM:** (i) regional guidelines on bilateral labour agreements; and (ii) regional guidelines for labour migration data collection system; **(6) 3 training curricula** have been developed /supported in the areas of (i) labour attaches (negotiation skills and ethical recruitment) (Annex 9); (ii) ASEAN Economic Integration and Labour Migration; and (iii) pre-departure training curriculum for ASEAN migrant workers (Annex 10); **(7) developing 6 regional tools on:** (i) migrant workers resource centres (MRC) operations manual (Annex 11) (ii) Guidelines to engender labour migration policies (Annex 12); (iii) manual of indicators to measure migration policy impact; (iv) International Labour Migration Statistics (ILMS) Database for ASEAN (Annex 13); (v) a survey tool to measure migration costs, and (vi) financial literacy training for migrant workers (tools, guidelines and research findings will be validated in regional tripartite meetings to ensure their use amongst key stakeholders); **(8) produced a publication to promote ILO Convention C189 - Domestic Workers, 2011 (No.189)** (Annex 14); and, **(9) hosted 3 study visits to facilitate the sharing of information among AMS:** (i) study visit on labour migration of the Myanmar Labour Minister to the Philippines; (ii) 2 study visit of MRCs in countries of origin (Cambodia) and destination (Singapore).

ATP is committed to gender-responsive delivery of all outcomes, in line with the ILO Action Plan for Gender Equality for 2010-2015. The project has developed a **gender mainstreaming strategy** (Annex 15) to implement this commitment and will strengthen its approach in 2014-2015. Sustainability of the project is expected, as outputs are consistent with **ASEAN priorities, targets and commitments**, as reflected in the plans and programs of regional entities, including the ALM, the Cebu Declaration, ATUC, and ACE. The AMS and ACMW members are kept informed of work plans through close collaboration with ASEC.

The ATP pursues its activities in collaboration with international organizations (ESCAP, IOM, UNWomen, World Bank), and ASEAN Sectoral bodies with the technical support of the ILO Regional Office and Headquarters through MIGRANT. Project activities have dovetailed with two ILO projects - GMS TRIANGLE project and Decent Work Across Borders and resources are pooled to ensure cost-efficiency. The project has demonstrated the value-added of the ILO's technical advisory services and Decent Work Team Specialists on Domestic Work, Employers' Activities, Gender and Women Workers Issues, HIV/AIDSs, Skills, Youth Employment, Social Security and Workers' Activities in addressing the challenges related to labour mobility in ASEAN.

## 1. Budget / Planning Information

Project budget in USD: 5,420,000

Project duration in months: 48 months	<b>Planned</b>	<b>Actual</b>
Project start date:	March 2012	March 2012
Project end date:	April 2016	April 2016

## 2. NARRATIVE REPORT

### 2.1. Perspectives on current status

<p>Briefly explain the overall status of project implementation, making reference to progress under each immediate objective.</p>	<p>In line with the ASEAN framework, which includes the Economic Community Blueprint, the Social-Cultural Community Blueprint and the Cebu Declaration, the ATP's interventions on labour migration governance focus on promoting the protection of migrant workers and facilitating labour mobility in ASEAN.</p> <p><b><u>Immediate Objective 1: strengthen the regional legal and policy framework to more effectively govern labour migration and protect the rights of women and men migrant workers, in a gender responsive manner.</u></b> A three-pronged approach was taken to achieve this objective namely policy dialogue, development of regional tools and research and data collection for policy advocacy. The following key activities were pursued and accomplished during the program year:</p> <ol style="list-style-type: none"> <li>1. <b>ATP's engagement in policy dialogue focused on the strengthening the legal and policy framework on the protection of migrant workers.</b> The ATP was engaged in policy dialogue in several instances (refer to Section 3.1.1 of this report). One of them is the AFML, a flagship regional forum for policy dialogue with senior officials, which the ATP has continuously supported. The 6<sup>th</sup> AFML held in November 2013 in Brunei Darussalam adopted Recommendations in the areas of (i) labour migration data collection and (ii) effective complaints mechanisms for migrant workers. The 6<sup>th</sup> AFML was preceded by national tripartite meetings in 7 countries which were supported and co-organized by the ATP. These meetings encouraged the active engagement of all stakeholders in the 6<sup>th</sup> AFML. Policy dialogue also focused on workers in vulnerable sectors with ATP convening the <b>Regional Meeting on Work in Fishing</b>, attended by 54 participants and resulting in the adoption of an Outcome Document (Annex 26).</li> <li>2. <b>In the area of ASEAN labour mobility</b> the ATP conducted a scoping study to evaluate the readiness of ASEAN Member States to successfully develop the ASEAN skill standards and national qualifications framework by 2015. The findings of the scoping study were presented and validated at a regional workshop and AMS developed their respective country Action Plans to identify their priority sector/skill and proposed collaborating countries, which were also presented before the employers during the latter's regional meeting.</li> <li>3. <b>The project is on track with the development of 3 regional tools</b> on (i) tools for engendering labour migration policies; (ii) a manual of indicators to measure migration policy impact; and (iii) a survey tool to measure migration costs. Further details on these tools are provided in Section 4 of this report.</li> <li>4. ATP developed the first comprehensive <b>International Labour Migration Statistics Database (ILMS)</b> for ASEAN in close coordination with AMS and the ASEAN Secretariat. The ILMS was well received by the ACMW and AMS reiterated their continued support to it. The ILMS gathered statistical information on migrant workers in the ten AMS, including a range of previously unpublished sources. The ILMS Database provides a coherent and powerful research tool for policymakers and others to profile and monitor the migrant labour force within the region. It will be hosted on ILOSTAT - the world's leading portal for labour market statistics. It will also be available through the Asia Pacific Migration Network at <a href="http://apmigration.ilo.org/">http://apmigration.ilo.org/</a>.</li> </ol> <p><b><u>Immediate Objective 2: the enhanced capacity of governments to oversee enforcement of labour and migration laws and regulations, in a gender responsive manner.</u></b> To advance outputs under this Objective, the ATP pursued the following:</p> <ol style="list-style-type: none"> <li>1. In line with the Initiative for ASEAN Integration (IAI), ATP developed a specialized <b>capacity building program for CLMV countries</b>. ATP formalized collaboration with</li> </ol>
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the Government of the Philippines (through the Philippine Department of Labour and Employment) and other academic entities and labour migration specialists, to share Philippines experience in overseas employment administration with Cambodia, Laos, Myanmar and Vietnam. Activities included:

- i. **The study visit to the Philippines** which enabled the Myanmar Labour Minister and his senior staff to study the migration programs of the Philippines;
  - ii. **A feasibility study on the establishment of Migrant Welfare Fund Programmes** which will assess the preparedness of the CLM for such welfare programmes and will provide guidelines on how to establish migrant welfare funds.
  - iii. Development of guidelines for CLM on the labour migration data collection systems and on bilateral agreements.
  - iv. DOLE Expert Missions to CLM was agreed upon with the Philippine Department of Labour and Employment to identify gaps and capacity building needs in the three countries.
2. ATP collaborated with the GMS TRIANGLE Project in holding series of **capacity building dialogues with labour attaches** and consular officials in Malaysia. Similarly, the Governments of Indonesia and the Philippines invited the ATP SPC to provide technical assistance to meetings of labour attaches corps. At the regional level, ATP has developed a **training programme for ASEAN labour attaches and consular officials for implementation in September 2014** in partnership with the Asian Institute of Management (AIM) in the Philippines to include training modules on enhancing their negotiation and conflict management skills, and ethical recruitment practices. The training program is envisioned to help build a coherent network of ASEAN Labour attaches.
3. The project has facilitated **two study visits in Cambodia and Singapore** to build the capacity of government, trade union and civil society organizations in implementing MRCs in countries of origin and destination.
4. **Regional tools were developed in countries of origin.** These include: (1) **MRC operations manual**, which guides service providers in the establishment and operation of an MRC. The ATP supported the design, layout and printing of the manual while country-specific content development and stakeholder input was led by the GMS TRIANGLE project. (2) **Pre-departure training curriculum for Cambodia, Laos PDR, Myanmar and Vietnam** which provides workers with information prior to their departure on their rights and responsibilities; the destination country's culture, laws and policies; accessing support services and complaints mechanisms; sending money home, and return and reintegration. The ATP supported the design, layout and printing of the manual while country-specific content development and stakeholder input was led by the GMS TRIANGLE project. (3) **Financial Education Course for ASEAN Migrant Leaders and Civil Society Organizations.** The ATP developed 8 Training Modules and Manual, including the Trainers Guide and presentation materials in 3 languages (English, Burmese, and Bahasa). The tools were validated and a training of trainers seminar organized. Participants requested the Financial Planner and the Trainers Guide be printed in multiple languages. In the case of Indonesia the Embassy has recommended the use of the ILO Training Module in their compulsory pre-departure training for migrant workers in Jakarta.

**Immediate Objective 3: Enhanced capacity of social partners to influence migration policy and protect the rights of women and men migrant workers.**

1. The ASEAN Confederation of Employers (ACE) developed a three-year Action Plan for migrant workers as the Employers' Component of the ASEAN Triangle Project (Annex 17). Three regional thematic employers' meetings were held, as well as the ACE side meeting following the 6th AFML. ACE developed the **Employers' Policy Framework for Sustainable Labour Migration in the ASEAN Region (Annex 18)**, which outlines ACE's principles-based agenda for labour mobility policy and reform as the region approaches economic integration in 2015. It focuses on five

	<p>key policy areas identified by ACE as critical for its engagement with ASEAN: Better matching of employers' skills needs and increasing mobility across the ASEAN region; Increasing Productivity through Enhancing the Safety and Health of Migrant Workers; Effective recruitment procedures to facilitate labour migration; Enhancing competitiveness through embracing diversity; and A commitment to combatting forced labour and human trafficking. This overarching framework informs the thematic ACE policy position papers that tackle technical aspects of each theme. The first of these policy position papers (on skills matching and labour mobility) will be used as a basis for ACE's negotiations and discussions on priority skills areas to be pursued at upcoming consultations in August 2014.</p> <ol style="list-style-type: none"> <li>2. In 2013-2014, ATP has strengthened engagement with trade unions through a <b>Sub Regional Seminar on Improving Trade Union Cooperation between Labour Sending and Receiving Countries in ASEAN</b>. Participants discussed good practices and put forward a number of country-level, bilateral and sub-regional strategies, focusing on strengthening cooperation among sending and receiving country trade unions, and on documenting and sharing good practices among trade unions (Annex 19 and Annex 20).</li> <li>3. ATP held three coordination events in <b>support of increasing ATUC's participation and visibility in ASEAN activities, resulting in the adoption, for the first time, of the ATUC 3-year work plan with the identification of priorities for migrant workers in 2014-2015</b> (Annex 21). Priority actions include (i) research on experiences and agreements between ASEAN trade unions from COOs and trade unions from CODs on providing protection to migrant workers (ii) research and advocacy action plan on the ratification and implementation of ILO Conventions 143 and 189, including analysis of the gaps, issues, and challenges in the ratification of these conventions; and (iii) capacity-building program for ATUC affiliates' focal point on migrant workers. ATP has regularly involved ATUC in technical tripartite meetings, forums and capacity building activities.</li> <li>4. The <b>Task Force for ASEAN Migrant Workers (TFAMW)</b>, with support of the ATP, leads the Civil Society Organizations' engagement with the ASEAN Forum on Migrant Labour, consulting with its national partners. Civil Society Organizations met in May 2013 to develop civil society-led activities to implement the Recommendations of the 5th and previous AFML meetings and improve their engagement with governments and social partners.</li> </ol>
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<b>2.2 Issues and actions</b>	
<p>Examine the main <b>challenges</b> facing the delivery of outputs and achievement of immediate objectives.</p> <p>These can be issues that have already been encountered or are foreseen.</p>	<ol style="list-style-type: none"> <li>1. ATP activities have increased in magnitude since the project's inception and the small number of staff inhibits their fast realization. Unlike the GMS TRIANGLE Project which is well resourced in terms of staffing (Technical Officer (P3) and National Officers (NOs) in all project countries, in addition to the Project Coordinator (P4), this Project does not have a Technical Officer and a full contingent of NOs.</li> <li>2. GMS NOs have assisted the ATP extensively in the past as ATP operates regionally but requires coordination with national authorities to secure their input and attendance at regional meetings (Annex 26). As the GMS TRIANGLE is now in its final year of implementation, GMS TRIANGLE NOs are no longer in a position to assist the ATP.</li> <li>3. The project is behind schedule under Outcome 3 - Output 3.1, which pertains to work with the ASEAN Trade Union Council. Because of internal organization issues of ATUC, the project spent the current implementation year hosting three consultation meetings to set up and develop the 3-year work plan of ATUC.</li> </ol>
<p>Explain <b>corrective actions</b> taken or to be taken regarding implementation</p>	<ol style="list-style-type: none"> <li>1. Additional staff resources are necessary due to the increase in project activities, particularly in Bangkok. ATP has discussed plans to revise the project budget to</li> </ol>

<p>challenges, delayed delivery, and the low probability of achieving immediate objectives.</p>	<p>incorporate funding of a Technical Officer (P3) to be based in Bangkok with the donor and PARDEV. The official request will be made in June 2014. Upon donor approval, recruitment of the Technical Officer would commence.</p> <ol style="list-style-type: none"> <li>2. Coordination with national authorities and social partners is now being pursued with the Country Directors of ILO offices or designated ILO liaison officers in the case of Brunei Darussalam, Malaysia and Singapore. The ATP will hire a consultant in Myanmar to assist coordination of the 7<sup>th</sup> AFML, and has engaged the services of short-term consultants to facilitate the CLMV capacity building work.</li> <li>3. The ATUC work plan was finalized in April 2014 and activities have been incorporated into the 2014-2015 ATP work plan.</li> </ol>
<p>Briefly explain any <b>reformulations</b> of project immediate objectives or outputs, and their corresponding indicators and targets.</p>	<p>The project has made a preliminary assessment of its Performance Measurement Framework (PMF), with the view to reviewing indicators and targets set during the project design phase. The ATP has requested that the mid-term evaluation include an analysis of the relevancy of the PMF with view to revising indicators to include ones that accurately measure the projects' progress to achieving its outputs. These indicators will be discussed at the second PAC in August 2014. The ATP will engage a monitoring specialist to design and implement the revised Performance Measurement Framework.</p>
<p>Briefly describe any <b>evaluations</b>, project reviews, self-assessments or undertaken, including follow-up to findings and recommendations</p>	<p>The ATP will be subject to an independent mid-term evaluation from June - August 2014. The mid-term evaluation, to be conducted in coordination with ATP stakeholders, will assess the effectiveness, impact, relevance and sustainability of the ATP, and will inform approaches or strategy shifts for the second half of the project. It is expected that this evaluation will provide useful recommendations and lessons learned to take forward for the remaining project duration. The findings will be discussed with stakeholders, and shared at appropriate regional forums with key stakeholders.</p>

### 3. Summary Outputs

OUTPUT DELIVERY <sup>a</sup>			
Output	Percent complete	Output status	Output summary (1000 characters maximum) Note: numbers refer to indicative activities as per the Logic Model, Annex 1 of the Project Design Document
Immediate Objective 1: Strengthened regional legal and policy framework to more effectively govern labour migration and protect the rights of women and men migrant workers, in a gender responsive manner.			
1.1	The regional legal and policy framework on migration reflects rights-based and age- and gender-sensitive principles from international standards and good practice	50%	On schedule
			<p>111. The ATP has influenced agendas of regional meetings to include issues of labour mobility in ASEAN, the protection of migrant workers and gender-sensitive responses. This was evident in the following, among others: (1) The ILO Regional Office and ATP ensured that the issue of labour migration governance was reflected in the agenda and outcome document of the <b>Regional Preparatory Meeting to the High Level Dialogue on Migration and Development</b>. (2) The ILO, IOM and Scalabrini Migration Centre collaborated in April 2014 to host The Migration Theories Conference titled “<b>Revisiting Theories on International Migration: A dialogue with Asia</b>” which touched on regional economic integration and migration; multiculturalism; gender and migration; circular migration; and return and reintegration. (3) The ATP participated in the <b>ASEAN Forum on Youth Employment and Migration</b> meeting to raise the awareness of the vulnerabilities young people face in the transition from school to work - and often to work in a foreign country.</p> <p>112 and 113 will be pursued under the 2014-15 work plans. Close coordination between the ILO and the ACWC led to an agreement to jointly organize a Regional Conference of Senior Officials on Mainstreaming Gender in Labour Migration Policies. The ATP coordinated with ACMW, SOM-TC and the AAPTIP project to organize a tripartite workshop on the labour dimensions of trafficking.</p> <p>114. <b>The annual AFML is a flagship regional forum for policy dialogue with senior officials, which is supported by the Project.</b> In 2013 the 6<sup>th</sup> AFML brought together 72 stakeholders from government, employers’ and workers’ organisations, civil society, ILO and IOM. Recommendations were drafted in the areas of (i) labour migration data collection and (ii) effective complaints mechanisms for migrant workers. The 6<sup>th</sup> AFML was preceded by <b>national tripartite preparatory meetings in 7 countries</b> that that allowed wider participation of stakeholders and resulted in the adoption of national recommendations to the AFML. A combined total of 429 delegates attended the preparatory meetings.</p> <p>116. Results are reported under 123 and 124.</p>
1.2	Regional tools are developed to provide increased protection for women, men and young migrants working in specific sectors	50%	On schedule
			<p><b>The project is on track to develop 3 regional tools on:</b> (i) engendering labour migration policies; (ii) manual of indicators to measure migration policy impact; and (iii) a survey tool to measure migration costs. Further details on these tools are provided in Section 4 of this report.</p> <p>122. The ATP conducted a scoping study to evaluate the readiness of ASEAN Member States to successfully develop the ASEAN skill standards and national qualifications framework by 2015. The findings of the scoping study were validated at a regional workshop and were used as basis for AMS to develop their respective country Action Plans where their priority sector/skill and proposed collaborating countries were identified. These country-level Action Plans were presented before the employers during the latter’s regional meeting last November in Bali, Indonesia.</p> <p>123. The ATP identified fishing and domestic work as target risk</p>

<sup>a</sup> Based on the Implementation Plan



		<p>sectors. ATP and the Ministry of Manpower and Transmigration, Indonesia, co-organized the <b>Regional Meeting on Work in Fishing: Increased Knowledge Base and Sharing Good Practices for the Protection of Migrant Workers</b> bringing together 54 delegates. No AMS has ratified ILO Convention No. 188 on Work in Fishing. The discussions raised knowledge of international standards on the protection of migrant fishers, new research on employment and living conditions, the role of trade unions and employers, good practices in legislation and policy, and support services required by migrant fishers. The meeting adopted a Recommendations document that will form the basis for further ATP interventions in this area. On Domestic Work, the ATP is coordinating with the ILO Headquarter Global Action Program on Domestic Work (GAP-DW)<sup>b</sup> and activities will be pursued in 2014-2015.</p> <p><b>124.</b> ATP has made increasing efforts to <b>promote the ratification and implementation of ILO Convention No.189</b>, in line with the global and regional agenda of the ILO. A Primer on C189 and the Philippine Kasambay law, published in English and Tagalog, was developed, targeted at policy makers, civil society organizations (CSOs) and domestic workers. In Indonesia, the <b>ATP co-organized the Indonesian stakeholders meeting: Towards the ratification of ILO Convention No. 189 on Domestic Workers</b>, bringing together 99 participants. The Minister of the MoMT used the occasion of the seminar to publicly announce Indonesia's intention to ratify ILO Convention No. 189. Mass media in Indonesia covered the Minister's official statement on this plan, including KOMPAS, the biggest Indonesian newspaper.</p> <p><b>125.</b> In an effort to <b>share good practices and lessons learned, and guide future directions in the delivery of support services through MRCs</b>, the ATP and GMS TRIANGLE project organized two study tours in Cambodia and Singapore to observe and reflect on the good practices in the operation and management of MRCs. The first study visit to Cambodia focused on operations in countries of origin, bringing together 39 participants from Cambodia, Laos PDR, Myanmar, the Philippines and Viet Nam and resulted in the documentation of good practices. Inspired by discussion and reflection during the visit, participants suggested actions to strengthening the quality of support services and MRC management resulting from the discussions. The ATP also facilitated a two-day study tour to migrant workers resource centres of 28 participants to Singapore. The study tour provide participants with opportunities to exchange the experiences of running MRCs, taking the experiences of Singapore as a model that might be adapted in other national context. It inspired ideas for future cooperation between government and employers' organizations, and cooperation between unions in countries of destinations and countries of origin.</p> <p>The ATP and GMS TRIANGLE Project collaborated to develop the <b>MRC Operations Manual for service providers in CLMV</b>. In each country the manual was developed with input from the Government, social partners and civil society.</p>
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<sup>b</sup> GAP-DW is the Global Action Program on Domestic Workers, Coordinated by ILO Geneva. The ILO has secured funding through the support of the European Commission to combine global and regional action with country-based interventions to expand knowledge of and improve the situation of migrant domestic workers and their families. The Programme's overall framework is rights-based and employment-centred, with the overall goal of promoting decent work for domestic workers at different stages of the migration cycle. The project endeavours to reach this goal through policy-oriented research; constituent-led advocacy; ILO technical assistance and targeted training to stakeholders; and national, binational and regional level dialogue and action to improve labour migration governance. The project aims to focus its country-level activities in five "migration corridors" which reflect different characteristics and regions, but which all have a high incidence of migration for domestic work. These corridors are Zimbabwe-South Africa, Nepal-UAE, Ukraine-Poland, Indonesia-Malaysia, Paraguay-Argentina.

1.3	A regional age- and sex-disaggregated database on migration and trafficking is established to guide the formulation of age- and gender-sensitive evidence-based policy	60%	On schedule	<p><b>131. ATP finalized 6 research reports, namely:</b> (i) Background paper: Progress on the implementation of the recommendations adopted at the 3rd and 4<sup>th</sup> AFML; (ii) Assessment of the readiness of ASEAN Member States for implementation of the commitment to the free flow of skilled labour within the ASEAN Economic Community from 2015; (iii) Assessment of mandatory HIV/AIDS screening practices in Cambodia, Indonesia and the Philippines and impact on migrant workers; (iv) Key issues and challenges faced by members of ACE in the recruitment, employment and return and reintegration of migrant workers; (v) Recruitment of ASEAN Migrant Workers into the fishing industry (Case Study: Taiwan (China)) and (vi) Work in Fishing in the ASEAN Region: Protection of Migrant Workers.</p> <p><b>132.</b> The ATP has launched the <b>ILMS Database for ASEAN</b> and will <b>upload the data to ILOSTATS and AP Migration for public use.</b> The data collection completed during Phase I includes the ten AMS and covers the period 2006-2012, as corresponding to the <i>ILO Asia-Pacific Decent Work Decade 2006-2015 (ADWD)</i>. Phase II of the project will collect data for 2013 and also aims to address data gaps and capacity building needs identified in Phase I. Phase II will be launched at the second Meeting in June 2014 of Focal Specialists on International Labour Migration Statistics in ASEAN. <b>133.</b> ATP continued its support to the <b>AP Migration Network Community of Practice.</b> The community has 414 members and hosts 652 knowledge resources on migration-related topics. ATP hosted an online discussion on the Protection of Migrant Workers in the Fishing Industry, following the ILO Global Dialogue Forum for the Promotion of the Work in Fishing Convention 2007 (No.188) and the ILO-ATP Regional Meeting on Work in Fishing. Participants from around the globe participated and provided comments during the discussion.</p>
<b>Immediate Objective 2: Government's capacity to oversee enforcement of labour and migration laws and regulations is enhanced, in a gender responsive manner</b>				
2.1	Regional age- and gender-responsive tools and guidelines are developed to enhance the capacity of governments in countries of origin	50%	On schedule	<p><b>211.</b> The ATP collaborated with the GMS TRIANGLE Project in developing <b>7 country-specific pre-departure training curricula in four countries</b>, including Cambodia (destination - Malaysia and Thailand), Lao People's Democratic Republic (destination - Thailand), Myanmar (destination - Malaysia and Thailand) and Viet Nam (destination - Malaysia and Taiwan (China), in line with requests for technical assistance made by these governments.</p> <p><b>212, 213 and 214.</b> A specialized <b>capacity building program for CLMV countries</b> was developed. In line with the Initiative for ASEAN Integration (IAI), ATP formalized collaboration with the Government of the Philippines (through the Philippine DOLE), to share Philippines experience in overseas employment administration with Cambodia, Laos, Myanmar and Vietnam. The following activities were accomplished in this regard: (i) <b>study visit of the Myanmar Labour Minister to the Philippines;</b> (ii) <b>feasibility study on the establishment of Migrant Welfare Fund Programmes in CLM</b> was launched to assess the preparedness of the countries for such welfare programmes and provide guidelines on how to establish migrant welfare funds. (iii) Research and development of guidelines for CLM on labour migration data collection systems and on bilateral agreements. (iv) Dispatch of DOLE Expert Missions to CLM to showcase the good practices and in the Philippine migration program and identify capacity building needs.</p> <p><b>216.</b> ATP is developing a <b>Manual of indicators to measure the effectiveness of policies to regulate labour migration and protect migrant workers in ASEAN member states.</b> This tool is based on extensive consultation with stakeholders in ASEAN (key informant interviews, workshops and employer surveys) and will assist national authorities in the design of meaningful indicators and make greater</p>

			use of current information systems to monitor flows, employment and return of migrant workers.
2.2	Regional age- and gender-responsive tools and guidelines are developed to enhance the capacity of governments in countries of destination	30%	On schedule
			<p>221. The ATP influenced the agenda of the 6<sup>th</sup> AFML to include the theme “<b>Adequate Access to the Legal and Judicial System During Employment, Including Effective Complaints Mechanisms.</b>” 12 recommendations were drafted on this theme and are actively being pursued by the ATP in 2014-15</p> <p>222. In line with ATP’s desire to develop regional guidelines on labour inspection in migrant-reliant sectors, the ATP coordinated with the Philippine DOLE to co-host the <b>4th ASEAN Labour Inspection Conference</b> on 3-4 July 2014. The meeting will to discuss and gather recommendations to develop labour inspection guidelines for migrant-reliant sectors.</p> <p>223. The development of regional guidelines and practical handbooks on OSH is being addressed through the employers’ component of the ATP.</p> <p>224. ATP conducted the “Assessment of Mandatory Screening Practices in Cambodia, Indonesia and the Philippines and the Impact on Migrant Workers” to develop an understanding of the role of recruitment agencies in ASEAN in regards to health screening practices and to develop a simple set of guidelines on how to facilitate health screenings in line with international best practices.</p>
Immediate Objective 3: Enhanced capacity of social partners to influence migration policy and protect the rights of women and men migrant workers			
3.1	Gender-responsive tools and guidelines are developed to strengthen relations between and among workers’ organizations	20%	Delay: behi
			<p>311, 312, 313, and 315. ATP has held three coordination events in support of increasing ATUC’s participation and visibility in ASEAN activities, which have resulted, for the first time, in the adoption of a <b>3-year work program for ATUC with the concurrence of ITUC-AP</b>. Engagement with trade unions was strengthened at a <b>Sub Regional Seminar on Improving Trade Union Cooperation between Labour Sending and Receiving Countries in ASEAN</b>; a meeting co-organised by the ATP and participated in by TUs in the ASEAN region with participation from TUs in South Asia. A Recommendations document was adopted and provides a framework for future ATP interventions to support sub-regional trade union collaboration.</p> <p>314. A joint meeting between ATUC and ACE was discussed and will be convened in November 2014 in the Philippines.</p>
3.2	Gender-responsive tools and guidelines are developed to strengthen relations between and among employers’ organizations	50%	On schedule
			<p>321. In 2013 ACE agreed on an <b>Employers’ Policy Framework for Sustainable Labour Migration in the ASEAN region</b>, which outlines the principles ACE members will pursue with regards to their engagement with ASEAN and in preparation for AEC 2015. Two meetings were held in November 2013 and April 2014 focussing respectively on the technical areas of 1) skills matching and labour mobility and 2) increasing productivity through enhancing the safety and health of migrant workers. An ACE side meeting was held in November 2013 following the 6th AFML in order to discuss the linkages between the forums’ recommendations and ACE’s on-going activities under the Employer’s Component of the ATP.</p> <p>322 and 323. The policy tools for employers to influence labour mobility policy at the regional level and at the national level are under development and will be further advanced when the technical meeting on diversity in the workplace/anti-discrimination is conducted in the first quarter of 2015. A best practice guide on recruiting and placing migrant workers is scheduled to be formulated in the final quarter of 2014.</p> <p>324. ATP has partnered with UNWomen and IOM to facilitate two meetings to promote bilateral and multilateral cooperation between associations of recruitment agencies. ATP supported the joint ILO-IOM 2<sup>nd</sup> Regional Conference on the creation of the Alliance</p>

		of Asian Associations of Overseas Employment Service Providers (AAA-OESP), which gathered 80 participants to discuss best and ethical practices in recruitment, issues concerning private and government recruitment and placement practices and international conventions that promote ethical recruitment. The meeting concluded with the signing of the Joint Statement in Pursuit of Ethical Recruitment (Annex 22), which reaffirms the 2008 Commitment to Action in Pursuit of Ethical Recruitment, and established its Secretariat. ATP partnered with UNWomen to organize a regional workshop on protection of women migrant workers and ethical conduct of recruitment agencies, to encourage PRAs to implement the Covenant of Ethical Conduct and Good Practices of Overseas Employment Service. The Conclusions adopted at this meeting emphasised participants' commitments to respect and observe the Code of Conduct and to strengthen dialogue and partnership among recruitment agencies (Annex 23).
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**OUTPUT CLASSIFICATION <sup>c</sup>**

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| <input type="checkbox"/> <b>Highly satisfactory</b><br>Implementation of almost all (>80%) outputs is on schedule as envisaged in the implementation plan and almost all (>80%) indicator milestones have been met. | <input checked="" type="checkbox"/> <b>Satisfactory</b><br>Implementation of the majority (60-80%) of outputs is on schedule as envisaged in the implementation plan and the majority (60-80%) of indicator milestones have been met. |
| <input type="checkbox"/> <b>Unsatisfactory</b><br>Some (40-60%) outputs are being implemented on schedule as envisaged in the implementation plan and/or only some (40-60%) indicator milestones have been met.     | <input type="checkbox"/> <b>Very unsatisfactory</b><br>Few (<40%) outputs are being implemented on schedule as envisaged in the implementation plan and/or only a few (<40%) indicator milestones have been met.                      |

*Briefly explain the major factors taken into account to justify the output classification and provide any other comments (2000 characters maximum):*

The project is in a strong position to reach its targets under each of the outputs under the three objectives during the project implementation period. The project has acknowledged slow progress against Output 3.1 but is confident that implementation will progress rapidly in the third year as a work plan has been identified with ATUC. While waiting for its finalization, the project moved forward with ATUC's involvement in ATP other activities, such as the AFML, to ensure progress under this outcome.

The remaining outputs are on schedule as demonstrated by the various activities undertaken at the regional and national level. Progress against output 1.3 is judged at 60%, as the first round of data collection for the ILMS, expected to be the most difficult, has been completed. Subsequent data collection periods will only include analysis of 1 years' worth of data. Labour migration data focal points have been appointed by each country and they are now familiar with the indicators and tables required.

The budget realization in 2012-2013 was 30%. In 2013-2014 program (this reporting period) year this rate increased to close to 70%.

<sup>c</sup> This is a self-assessment

4. Summary Immediate Objectives				
IMMEDIATE OBJECTIVE ACHIEVEMENT <sup>d</sup>				
Indicator	Baseline	Indicator Milestone (compare planned against actual)	Target (end-of-project total)	Immediate Objective summary
Immediate Objective 1: Strengthened regional legal and policy framework to more effectively govern labour migration and protect the rights of women and men migrant workers, in a gender responsive manner.				
100 Regional instruments, standards and recommendations that are developed and adopted that can be used by women and men migrants to protect their rights.	A Declaration was signed in 2007	The ASEAN Instrument to bring life to the Cebu Declaration is not expected to be finalised in 2014. In 2012 the ACMW Drafting Team (ACMW-DT) adopted a phased approach with the final Phase 3 to be completed by 2014. As of May 2014, the ACMW-DT is still concluding Phase 1. Issues that require agreement include the rights of families of migrant workers, rights of undocumented migrant workers, and the legality of the instrument (Annex 24).	Regional instruments, standards and recommendations are rights-based, gender-sensitive and in line with international standards.	On track: most mile
110 Regional instruments, recommendations and work-plans on labour migration governance reflect international standards and good practices on gender equality and rights.	Baseline is zero.	<b>Regional dialogues on labour migration:</b> The 6 <sup>th</sup> AFML held in November 2013 in Brunei Darussalam adopted Recommendations that reflect international labour and human rights standards in the areas of (i) labour migration data collection and (ii) effective complaints mechanisms for migrant workers. The 6 <sup>th</sup> AFML was preceded by <b>national tripartite preparatory meetings in 7 countries</b> that adopted national recommendations to the AFML. In coordination with the TWG-Migration, the ILO Regional Office and ATP ensured the issue of labour migration governance was reflected in the agenda and outcome document of the <b>Regional Preparatory Meeting to the High Level Dialogue</b> . The outcomes of this meeting served as the regional input into the 2013 High-level Dialogue on International Migration and Development. The ILO drafted a background paper on “Ensuring respect for and protection of the rights of all migrants and promoting legal and orderly labour migration” and facilitated a roundtable discussion. The ILO, IOM and the Scalabrini Migration Centre hosted the Migration Theories Conference titled “ <b>Revisiting Theories on International Migration: A dialogue with Asia</b> ”. This meeting brought together 30 participants from Philippine academia, international organizations, and government agencies and touched on important regional policy issues: regional economic integration and migration; multiculturalism; gender and migration; circular migration; and return and reintegration. The ATP participated in the <b>ASEAN Forum on Youth Employment and Migration</b> meeting to raise the awareness of the AMS on migration trends and the vulnerabilities that young people face in the transition from school to work - and often to work in a foreign country. The meeting concluded with recommendations for the	Consultations will be held in at least three countries by the end of the project.	

<sup>d</sup> Based on the M&E plan

	<p>implementation of awareness campaigns directed to young potential migrants.</p> <p><b>Ratification of ILO Convention No. 189:</b> ATP promotes the ratification and implementation of ILO Convention No.189, in line with the global and regional agenda of the ILO. A primer on C189 and the Philippine Kasambay law was published in English and Tagalog, was developed and is targeted at policy makers, civil society organizations (CSOs) and domestic workers. In Indonesia the ATP co-organized the <b>Indonesian Stakeholders Meeting: Towards the Ratification of ILO Convention 189 on Decent Work for Domestic Workers</b>. ATP facilitated sharing of lessons learnt amongst AMS with the participation of the Philippines in the meeting to discuss the process and challenge of its ratification. The Minister of the MoMT used the occasion of the seminar to publicly announce Indonesia’s intention to ratify ILO Convention No. 189. Mass media in Indonesia covered the Minister’s official statement on this plan, including KOMPAS, the biggest Indonesian newspaper.</p> <p><b>Protection of migrants in vulnerable sectors - migrant fishers:</b> ATP supports increased protection of migrant workers in vulnerable sectors, including fishing. ATP collaborated with the Indonesian Ministry of Manpower and Transmigration to convene the <b>Regional Meeting on Work in Fishing: Increased Knowledge Base and Sharing Good Practices for the Protection of Migrant Workers</b>. The discussions raised knowledge of international standards on the protection of migrant fishers (ILO Convention No. 188), new research on employment and living conditions, the role of trade unions and employers, good practices in legislation and policy, and support services. The meeting adopted an output document with recommendations that will form as basis for further ATP interventions in this area. ATP was invited by the Indonesian Ministry of Fisheries and Marine Affairs to attend a technical meeting and share the information <b>about standard employment contracts for migrant fishers</b>, as stipulated in the annex of ILO Convention No.188.</p> <p><b>Regional consultation on labour mobility and skills:</b> The Consultation Meeting on the Findings of the Scoping/Assessment Exercise Conducted on AEC Roadmap on the Free Flow of Skilled Labour: Towards a Mutual Recognition of Skills in ASEAN convened 51 delegates to take stock of developments on the AEC goal of the free flow of skilled labour in the ASEAN Member States and assess the present state and directions to which such goals can be achieved.</p> <p><b>Sub-Regional Advisory Committee Meeting:</b> The ASEAN TRIANGLE and GMS TRIANGLE Projects organized the <b>8th session of the sub-regional advisory committee meeting (SURAC)</b>, which has served as an ILO platform for tripartite constituents to share information and experiences, and provide guidance on labour migration management and anti-trafficking efforts for over ten years. A total of 58 representatives from</p>		
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		governments, employers' and workers' organizations, civil society organizations and research institutions participated in the meeting, including, for the first time, representatives from Myanmar. In terms of bilateral and regional cooperation, the government group concluded that their priorities were (1) MoUs, (2) labour market information, and (3) data sharing. The top three activities trade unions listed were (1) improving laws to protect migrant workers; (2) bilateral and multilateral meetings among trade unions to share information; and (3) having trade union membership before workers' departure. The priorities identified by employers were: (1) assessment of placement agencies in destination countries; (2) publicising top performing agencies in countries of origin and destination; and (3) consulting with employers for development of pre-departure and skills training in the country of origin.		
110 Extent of cooperation between ACMW and other regional bodies (AICHR, ACWC and SOM-TC) on exploitation of labour migrants.	Baseline is zero.	Close coordination between the ILO and the ACWC led to an agreement to jointly organize a Regional Conference on Mainstreaming Gender in Labour Migration Policies, to be hosted by the Philippines through the Philippines Commission on Women and ACWC's. ATP has enabled coordination between ACWC and SOM-TC and will organize a Regional Tripartite Workshop on the Labour Dimensions of Trafficking with ACMW and law enforcement through the 2014-15 program.	Specific criteria and target to be set with ACMW.	
120 Number of tools developed and their adoption/utilisation	Baseline is zero.	<b>The project is on track with the development of 3 regional tools on</b> (i) tools for engendering labour migration policies; (ii) a manual of indicators to measure migration policy impact; and (iii) a survey tool to measure migration costs. <b>Manual on Indicators to measure Migration Policy Impact:</b> Indicators are being developed to measure the effectiveness of policies to regulate labour migration and protect migrant workers in ASEAN member states. The basis of this Manual are (1) survey of migrant workers, enterprises and governments in three receiving countries; (2) survey of practices among governments of countries of origin. The ATP organized a consultation with key officials from Thailand as well as a survey of 30 employers in six industries in Thailand. Surveys with employers and key government officials were completed in Singapore and Malaysia. <b>Regional tool on engendering migration policies:</b> ATP developed a Guideline and Toolkit on gender sensitivity in labour migration policies to provide practical solutions to ensure that gender and right-based approach are taken during the development of migration policies and laws in origin and destination countries. <b>Survey tools to measure migration costs:</b> The ATP has contributed to the work of KNOMAD's Thematic Working Group on Low-Skilled Labor Migration (World Bank) work on measuring migration costs, with the aim of building a migration cost database that is comparable across migration corridors. A workshop to finalise the research tools brought together 23 stakeholders from research institutes, government, trade unions, employers and recruitment agencies.	Specific criteria and target to be set with ACMW.	
130 Research and	There is a	The project completed <b>6 research reports</b> on (i) Background paper: Progress on the	Corroborated,	

<p>analysis commissioned by the project are quoted by tripartite constituents in policy formulation and evaluation exercises.</p>	<p>dearth of corroborated, up-to-date, sex-disaggregated data available.</p>	<p>implementation of the recommendations adopted at the 3rd and 4<sup>th</sup> AFML; (ii) Assessment of the readiness of ASEAN Member States for implementation of the commitment to the free flow of skilled labour within the ASEAN Economic Community from 2015; (iii) Assessment of mandatory HIV/AIDS screening practices in Cambodia, Indonesia and the Philippines and impact on migrant workers ; (iv) Key issues and challenges faced by members of ACE in the recruitment, employment and return and reintegration of migrant workers; (v) Recruitment of ASEAN Migrant Workers into the fishing industry (Case Study: Taiwan (China)) and (vi) Work in Fishing in the ASEAN Region: Protection of Migrant Workers. ATP is developing one compendium: Regional Compendium on selected labour migration management practices.</p>	<p>up-to-date, sex-disaggregated data is available.</p>	
<p>130 Number of MAGNET outputs (discussion forums, consolidated replies and resources uploaded by members).</p>	<p>Baseline is zero.</p>	<p><b>International Labour Migration Statistics (ILMS) database:</b> ASEAN has no labour migration database to support policy and program development activities of AMS and stakeholders in the Region. The ATP gathered statistical information on migrant workers in the ten AMS. By collecting relevant, comparable and tractable data (including a range of previously unpublished sources), the ILMS Database provides a coherent and powerful research tool for policymakers and others to profile and monitor the migrant labour force within the region. The objectives of the ILMS are threefold:</p> <ol style="list-style-type: none"> <li>1. Provide an openly-available, relevant, comprehensive and tractable information source to enable evidence-based policymaking on international labour migration in ASEAN;</li> <li>2. Map the existing data sources countries collect, including their quality, scope, completeness, comparability and possible weaknesses that can be filled through capacity building; and</li> <li>3. Define a set of tables of relevance on international labour migration as a standard reference-point for future data collection and reporting in ASEAN and beyond.</li> </ol> <p>The ILMS Database will be hosted on ILOSTAT - the world's leading portal for labour market statistics, and will also be available through the Asia Pacific Migration Network at <a href="http://apmigration.ilo.org">http://apmigration.ilo.org</a>. Phase II of the project, to commence in May 2014, will collect data for 2013 and also aims to address data and capacity gaps identified in Phase I. The indicators for the ILMS Database were decided through extensive consultations with AMS stakeholders, including through the Labour Migration Statistics Information Survey, which dealt with existing data sources and users' data needs (March 2012); a detailed review of the available primary and secondary data; and a Technical Consultation Meeting which discussed and validated the International Labour Migration Questionnaire (ILMQ) and its survey procedure. The results of the ILMS were presented before the 7<sup>th</sup> ACMW meeting, where AMS confirmed their support to this project and strongly endorsed its continuation.</p> <p>The ATP supported an online Discussion on the Protection of Migrant Workers in the</p>	<p>Specific outputs and target to be set with tripartite regional bodies.</p>	



		<p>Fishing Industry on the <b>Asia-Pacific Migration Network (AP-Migration)</b>. The discussion followed the ILO Global Dialogue Forum for the Promotion of the Work in Fishing Convention 2007 (No.188) and the Regional Meeting on Work in Fishing. This online discussion was a platform for further discussions about the key issues raised at the regional meeting on work in fishing. 8 participants from around the globe made a total of 17 comments, from countries including Cambodia, India, Indonesia, Netherlands, Spain and Thailand. The discussion challenged participants to consider effective measure to protect migrant fishers, introduction of effective laws, regulations and practices to protect migrant fishers, support services, as well as ratification and implementation of ILO Convention No. 188.</p>		
<p><b>Immediate Objective 2: Government's capacity to oversee enforcement of labour and migration laws and regulations is enhanced, in a gender responsive manner</b></p>				
<p>200 Quality of government services are consistent with the standards set out in national policy, and in line with regional good practices.</p>	<p>Baseline to be conducted during project inception phase.</p>		<p>Specific criteria and target to be set with labour ministries.</p>	
<p>210 The number developed and the extent to which countries of origin adopt elements of regional tools and guidelines in national standards and practices</p>	<p>Baseline is zero.</p>	<p><b>MRC study visit to Cambodia:</b> In an effort to share good practices and lessons learned, the ASEAN and GMS TRIANGLE projects organized a study tour to reflect on the operation and management of MRCs. Participants identified good practices and actions to strengthening the quality of support services and MRC management resulting from the discussions.</p> <p><b>Pre-departure training curriculum:</b> The ATP collaborated with the GMS TRIANGLE Project in developing 7 country-specific pre-departure training curricula in four countries, including Cambodia (destination - Malaysia and Thailand), Lao People's Democratic Republic (destination - Thailand), Myanmar (destination - Malaysia and Thailand) and Viet Nam (destination - Malaysia and Taiwan (China), in line with requests for technical assistance made by these governments. Curricula development was supported by the GMS TRIANGLE project, while design, layout and printing of the manual were supported by the ATP. In 2014, ATP will support the training of trainers program to roll out the curriculum.</p> <p><b>MRC Operations Manual:</b> The GMS and ATP project have collaborated to develop the <b>MRC Operations Manual</b>. In each country the development of the manual was supported by the GMS TRIANGLE Project, in consultation with government, social partners and civil society. The ATP supported the design, layout and printing of the manual.</p> <p><b>CLMV capacity building program:</b> Activities supported by the ATP have included:  <b>1. Study visits and capacity building:</b> During April 2013, ATP brought a delegation of</p>	<p>Specific criteria and target to be set with labour ministries and key stakeholders.</p>	<p>On track: most mile</p>

		<p>Myanmar labour officials, headed by the Labour Minister, to Manila in order to expose the team to the Philippine labour migration governance structures.</p> <p><b>2. Migrant Welfare Fund Feasibility Study:</b> ATP is conducting a feasibility study on the establishment of Migrant Welfare Fund Programmes in CLM, in order to assess the preparedness of the countries for such welfare programmes and provide recommendations for the crafting of a set of guidelines on how to establish migrant welfare funds.</p> <p><b>Financial Planner:</b> The ATP developed an 8-module financial planner, consisting of a trainer’s manual and participant workbook. The tools were based on ILO tools and a rapid needs assessment to guide their revision and adaptation. A Training of Trainers produced 23 qualified trainers. The Indonesian embassy and the Burmese CSO trainers translated the tools into Bahasa and Burmese on their own initiative. Participants, including the Indonesian Embassy and FAST (NGO)<sup>e</sup> agreed to integrate the financial planner into their training programs starting July 2014.</p> <p><b>Regional labour attaché training curriculum:</b> ATP is developed a training programme for ASEAN labour attaches and consular officials in partnership with the Asian Institute of Management (AIM) in the Philippines. The course will include training modules on enhancing their negotiation and conflict management skills of labour attaches and enhance their knowledge on ethical recruitment practices. It is envisioned that the course curriculum will eventually be integrated into the regular program of the ILO International Training Centre (Turin, Italy).</p>		
<p>220 Extent to which countries of destination adopt elements of regional tools and guidelines in national standards and practices.</p>	<p>Baseline is zero.</p>	<p><b>MRC study visit of countries of destination - Singapore.</b> The study tour provided participants with opportunities to exchange their experiences of running MRCs, taking the unique MRC set up in Singapore. MRCs in Singapore are implemented through a partnership between the Singapore National Trade Union Congress and the Singapore Employers’ Federation. Participants identified actions for cooperation between government and employers’ organizations, and for cooperation between unions in countries of destinations and countries of origin. Participants identified areas for improvement that were directly triggered by the sharing of good practices and lessons learnt during the study visits.</p> <p><b>Training programs for labour attaches - Thailand and Malaysia:</b> ATP collaborated with the GMS TRIANGLE project in holding series of capacity building dialogues with labour attaches and consular officials in Malaysia. These meetings have led to greater cooperation among key stakeholders in Malaysia. Dialogues in Thailand will commence in June 2014.</p>	<p>Specific criteria and target to be set with labour ministries and key stakeholders.</p>	

<sup>e</sup> FAST has a formal agreement with the Singapore Government to provide post-arrival orientation seminars for all migrant domestic workers entering Singapore.

		<p><b>Assessment on the effectiveness of MoUs to regulate migration to Thailand:</b> The GMS TRIANGLE and ATP are collaborating to conduct an assessment of the implementation of the MOUs between Thailand and Myanmar and Cambodia. The review will include consultations with tripartite stakeholders in Thailand and the countries of origin.</p>		
<p><b>Immediate Objective 3: Enhanced capacity of social partners to influence migration policy and protect the rights of women and men migrant workers</b></p>				
<p>300 Quality of engagement of social partners, including CSOs and women organizations, in policy dialogue and in interdisciplinary working groups on migration and trafficking</p>	<p>Relatively low across the region, but varies by country</p>	<p>The Task Force for ASEAN Migrant Workers (TFAMW), with support of the ATP, leads the Civil Society Organizations' engagement with the ASEAN Forum on Migrant Labour, consulting with its national partners. Civil Society Organizations met in May 2013 to develop civil society-led activities to implement the Recommendations of the 5th and previous AFML meetings and improve their engagement with governments and social partners.</p>		
<p>310 Number of bilateral trade union agreements in operation between trade unions within and outside the region.</p>	<p>Number of agreements deemed to be 'in operation' to be determined.</p>	<p><b>Sub-regional seminar on developing trade union cooperation:</b> A total of 45 participants included 12 persons from 9 invited countries, 20 persons from VGCL HQs and Federation of Labour, 7 persons from other stakeholders (MOLISA, DoLAB, VAMAS and IOM), and 6 persons from ILO Bangkok and Hanoi. Participants discussed good practices and put forward a number of country-level, bilateral and sub-regional strategies. A Recommendations document was adopted and provides a framework for future ATP interventions to support sub-regional trade union collaboration. Participants resolved to improve and strengthen the cooperation of trade unions in sending and receiving countries at regional and multi-national levels with particular focus on identifying, documenting and sharing good practices on bilateral and multilateral agreements between trade unions.</p> <p><b>3-year ATUC work plan:</b> ATP held three coordination events leading to the development and adoption, for the first time, of the 3-year ATUC work plan with ATP. The Work Plan supports ATUC's increasing participation and visibility in ASEAN activities. The ATP supported a technical meeting to review 2012-2015 priority programs, past initiatives, and ATUC' objectives vis a vis the ATP. Decisions regarding its engagement with ATP and the drafting of the ATUC work plan were concluded at ATUC's General Assembly in August 2013. A meeting was held on November 2013 in Brunei as a side meeting to the 6<sup>th</sup> AFM where members considered the 6<sup>th</sup> AFML Recommendations and linked these to the proposed ATP work plan presented by the ATUC Secretariat. ATP has regularly involved ATUC in technical tripartite meetings, forums and capacity building activities such as: a study tour to Singapore to learn about the migrant resource centers run by SNTUC, the 6<sup>th</sup> AFML and workers' side meeting, and the Regional Meeting on Work in Fishing.</p>	<p>Specific criteria and targets to be set with ATUC.</p>	<p>Not on track: miles</p>

		<p>In the advent of ASEAN Integration 2015, the ATP collaborated in two events with the Building and Woodworkers' International (BWI), a global union federation representing sectoral workers in the building, building materials, wood, furniture production and forestry sectors in 132 countries including those in ASEAN countries: (1) the Global Forum on Migration held on December 2, 2013 in Bangkok; and (2) the BWI-Asia Pacific evaluation workshop in March 2014 in Kuala Lumpur to ensure adoption of greater coherent strategies and actions focused on trade union cooperation on labour and migration.</p>		
<p>320 Extent to which regional tools are implemented by employers and employers' organizations at the national level.</p>	<p>Baseline is zero.</p>	<p><b>Promoting ethical recruitment practices by Private Recruitment Agencies</b>  ATP has made strong efforts to promote ethical recruitment practices amongst private recruitment agencies and collaborated with UNWomen and the IOM on these initiatives. ATP partnered with UNWomen to organize a workshop with the objective engaging recruitment agencies of sending and receiving countries on their implementation of the Covenant of Ethical Conduct and Good Practices of Overseas Employment Service Providers. The sessions offered actions to support the adoption of the Code of Conduct. The Conclusions adopted at this meeting emphasised participants' commitments to respect and observe the Code of Conduct and to strengthen dialogue and partnership among recruitment agencies.</p> <p>ATP supported the joint ILO-IOM 2<sup>nd</sup> Regional Conference on the creation of the Alliance of Asian Associations of Overseas Employment Service Providers (AAA-OESP). The two-day event gathered over 80 participants, including experts, observers and representatives from private recruitment associations (PRAs) and public recruitment bureaus. The meeting concluded with the signing of the <i>Joint Statement in Pursuit of Ethical Recruitment</i>, which details the commitments of the AAA-OESP, which reaffirms the 2008 Commitment to Action in Pursuit of Ethical Recruitment, and established its Secretariat.</p> <p><b>Advancing ACE's 3-year work plan:</b> ACE adopted an Employers' Policy Framework for Sustainable Labour Migration in the ASEAN region in October 2013 which outlines the principles ACE members will be pursuing with regards to labour mobility policy for the AEC 2015. This framework covers five technical areas identified by ACE as essential to successful integration in 2015, namely ACE's policy positions on skills matching and labour mobility, productivity and the safety and health of migrant workers, the regulatory environment for recruiting and placing migrant workers, diversity management and anti-discrimination, and combatting forced labour and human trafficking.</p> <p><b>Consistent with the ACE Action Plan two meetings were held in November 2013 and April 2014 focussing on the technical areas of 1) skills matching and labour mobility and 2) increasing productivity through enhancing the safety and health of</b></p>	<p>Specific criteria and target to be set with ACE.</p>	

	<p><b>migrant workers.</b> Technical policy position papers outlining ACE’s policy positions on thematic areas were developed to inform ACE’s discussions on labour mobility policy reform. The first of these papers on skills matching and labour mobility is scheduled to be used in August 2014 as a tool for employers at the upcoming tripartite consultations focusing on identifying the skills areas to be pursued as a priority for enhanced mobility in 2015 and beyond. <b>An ACE side meeting was held in November 2013 following the 6th AFML</b> to discuss the linkages between the forums’ recommendations and ACE’s ongoing activities. At this meeting, participants discussed the need strengthen the capacity of ACE to engage directly with the ASEAN secretariat and governments on labour mobility policy. Greater person-to-person linkages between the ACE secretariat/membership and the ASEAN secretariat. ACT/EMP developed a communications strategy on the Employers’ Component of the ASEAN TRIANGLE Project in the first quarter of 2014. The purpose of the strategy is to enhance the profile of ACT/EMP-ACE cooperation ad to increase the awareness and participation of the ASEAN business community in the policy discussions and activities related to labour mobility aspect of ASEAN economic integration.</p>		
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**IMMEDIATE OBJECTIVE ACHIEVEMENT CLASSIFICATION <sup>f</sup>**

<input type="checkbox"/>	<p><b>Highly probable</b> Almost all (&gt;80%) reporting period milestones have been met. Based on the indicators, it is highly probable all immediate objectives will be achieved by the end of the project.</p>	<input checked="" type="checkbox"/>	<p><b>Probable</b> The majority (60-80%) of reporting period milestones have been met. Based on the indicators, it is probable the majority of immediate objectives will be achieved.</p>
<input type="checkbox"/>	<p><b>Low probability</b> Some (40-60%) reporting period milestones have been. Progress is being made on the immediate objectives but based on the indicators only some immediate objectives will be achieved.</p>	<input type="checkbox"/>	<p><b>Improbable</b> Few (&lt;40%) reporting period milestones have been met. Limited progress is being made on the immediate objectives and based on the indicators only a few immediate objectives will be achieved.</p>

Briefly explain the major factors taken into account to justify the immediate objective classification and provide any other comments (2000 characters maximum):

The Project has made good progress and is on track to achieve its targets for 6 of the seven output targets identified under 3 immediate objectives. Delays in activities are explained in section 7. A work plan against each objective has been drafted for 2014-2015 (Annex 29). Firm work plans have been set with ACE and ATUC. The Project is now supported by ACMW and will be strengthened by the endorsement of ASEAN SLOM and the convening of the ASEAN Triangle’s second PAC. However, the project has acknowledged the need to set accurate criteria and targets, and this will be raised at the second PAC. The project will also consider hiring a consultant to assist in establishing a Monitoring and Evaluation framework for the Project.

<sup>f</sup> This is a self-assessment

## 5. Risks and Assumptions

### RISK TRACKING <sup>g</sup>

Key Assumptions	Risk level		Describe current risk and any mitigation measures (1000 characters maximum)
	Start-of-project / previous reporting period	Current	
<p><b>Operational Risk</b></p> <p>The project struggles to collect timely and disaggregated data on exploitation for advocacy and monitoring purposes.</p>	Medium	Low	The project has made steady progress in collection labour migration data for the ILMS from 8 ASEAN Countries (including administrative and census data). Some data collection was delayed or simply could not be collected as (i) countries simply do not collect this data (such as Myanmar), (ii) countries are not willing to share data they consider confidential, e.g. Singapore; and (iii) Labour migration data are collected from different ministries within one government; (iv) project is affected by government re-organizations e.g. The creation of the Philippines Statistical Administration. Follow up was more difficult in countries where ILO does not have a country office, including Singapore and Brunei Darussalam. Phase I of the ILMS initiative has identified data gaps and capacity building needs that will be addressed in Phase II in 2014.
Governments are not easy to authorize research, and accept or disseminate the findings.	Low	Low	Research initiatives are presented during the annual PAC meeting and at meetings of the ACMW. The project formally announced the launch of research studies through official communications with key stakeholders.
Unanticipated changes of stakeholder representatives interrupt continuity of consultative and collaborative processes.	Low	Low	In order to mitigate the risk, the Project will work with more than one counterpart in partner agencies. In the case of the ILMS, the project has requested the ministries to officially appoint a labour migration data specialist who will participate in all meetings of the initiative.
<p><b>Financial Risk</b></p> <p>Governments are not willing to allocate sufficient resources to adopt and implement policies.</p>	Medium	Medium	In low-income countries such as Cambodia, Lao PDR and Myanmar, the implementation of policies such as the posting of labour attaches in destination countries is related to budgetary resource allocation which is limited. In 2013, Lao PDR appointed a labour attaché to Thailand, and Myanmar has appointed labour attaches in Kuwait and Singapore, in addition to those already appointed in Malaysia, the Republic of Korea and Thailand. Those countries not funded by the ATP, including Singapore, Brunei and Malaysia, have on several occasions chosen not to send delegates to ATP meetings (such as the case of the data focal points meeting where Singapore and Brunei did not attend, and the ASEAN course on Economic integration where Brunei chose not to send a delegation).

<sup>g</sup> Based on Risk Register

<b>Development Risks</b>			
A sharp economic downturn, leads to a shift in priorities for sending and receiving countries.	Low	Low	Labour migration is expected to remain a strong feature in ASEAN economies.
Lack of cooperation between governments in the region in responding to labour exploitation.	Medium	Medium	<p>There have been delays in the drafting of the <b>ASEAN Instrument</b> to give life to the Declaration of the Protection and Promotion of the Rights of Migrant Workers. The third and final phase of the drafting process was to commence in 2014, however, as of April 2014 phase 1 is yet to be completed. In 2012 ATP supported meetings of the drafting committee and is following developments in the drafting process; in 2014 ATP will provide inputs to the 13<sup>th</sup> meeting of the drafting committee in Thailand. The ASEAN Human Rights declaration was signed in November 2012.</p> <p>The project faces challenges when raising issues of irregular migration as receiving governments in ASEAN are hesitant to discuss this issue. Employers are reluctant to discuss issues of recruitment agencies; however the project will tackle this through its 2014-2015 employers' work plan.</p>
Governments do not acknowledge the value in engaging workers', employers' and civil society organizations.	Low	Low	This risk is low. Governments have been willing and supportive of tripartite activities. ATP is building the capacity of employers' and workers' organizations to enhance their engagement in policy dialogues with governments.
<b>Reputational Risk</b>			
The project's regional activities result in a reduction in DFATD's reputation and in stakeholder confidence in the Agency's ability to fulfil its mandate.	Very low	Very low	This risk remains very low, as the project outcomes and purpose are firmly in line with the priorities and strategies of ASEAN, its member states and DFATD. ILO and DFATD each have cooperation agreements with ASEAN. ILO acknowledges DFATD funding in all meetings and publications by use of the DFATD logo and donor acknowledgement in opening statements and media releases.

**Performance Issues**

*Check key reasons for shortfalls in Output Delivery, Output Quality and Immediate Objective Achievement:*

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Implementing partner (constituents or private entities) performance | <input type="checkbox"/> ILO (Office and staff) performance |
| <input type="checkbox"/> Difficulties in inter-agency coordination                                      | <input type="checkbox"/> Inadequate cost estimates          |

- |   |  |
|---|--|
| <input type="checkbox"/> Lack of constituent or implementing partner commitment/ownership | <input type="checkbox"/> Inadequate project design                 |
| <input type="checkbox"/> ILO policy changes   | <input type="checkbox"/> Counterpart funding shortfall             |
| <input type="checkbox"/> Budget processing (revision/disbursement etc.) delays            | <input type="checkbox"/> Unexpected change in external environment |
| <input type="checkbox"/> Community/political opposition                                   | <input type="checkbox"/> HR difficulties (recruitment, contracts)  |
| <input type="checkbox"/> Other - please specify:  |  |

## 7. Lessons learned

Describe any lessons, positive and negative, that have been learned during project implementation. Organise the lessons using the headings below.

### Context and implementing environment

Detailed analysis of the context, implementing environment and labour mobility in ASEAN is provided in Annex 2. Key points to note include:

#### At the ASEAN level:

1. The ACMW-DT is still concluding Phase 1 and it is not expected that the instrument will be finalized by 2014. Issues to be discussed include the rights of families of migrant workers, rights of undocumented migrant workers, and the legality of the instrument. The ILO urges the ACMW-DT to push ahead with the drafting and has offered its technical assistance to the team.
2. Myanmar is the Chair of the SLOM and the ACMW in 2014 and will chair the 2<sup>nd</sup> PAC. Given its limited resources, it is expected that the Myanmar Government will request substantial support leading up to the AFML.
3. The Twenty Third ASEAN Labour Ministers Meeting (23rdALMM) was convened on 22 May 2014 in Nay Pyi Taw, Myanmar. It was preceded by the Seventh ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (7th ACMW) and Tenth ASEAN Senior Labour Officials Meeting (10thSLOM) on 17-20 May 2014. The ALMM highlighted priorities in the area of promoting labour-related corporate social responsibility (CSR), strengthening the labour market information systems in ASEAN Member States, and enhancing inter-sectoral dialogue to promote closer coordination and effective response to the impact of ASEAN economic integration to the labour sector. The ALMM confirmed AMS' continued interest to engage with ASEAN Dialogue partners, including the ILO, employers' and workers' organisations, civil society and other relevant external parties. The ALMM urged the SLOM to develop its post-2015 work program and strategic objectives. The 24thASEAN Labour Ministers Meeting will be held in Lao PDR in 2016.
4. In ASEAN, Cambodia, Indonesia and the Philippines have ratified all eight of the Fundamental International Labour Conventions. ASEAN destination countries have not ratified the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). Other relevant instruments include the Migration for Employment Convention (Revised), 1949 (No. 97); the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143); and the United Nations International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families, 1990, as well as several other key Labour Conventions ensuring equal treatment for all workers in social protection. Of the ASEAN countries, only the Philippines has ratified all six; ratification remains especially limited in the main countries of destination (Annex 25).
5. The Malaysian Employers' Federation will continue to be the Secretariat for the ASEAN Confederation of Employers (ACE) in 2014. The Trade Union Congress of the Philippines will continue to be the Secretariat for the ASEAN Trade Union Council in 2014.
6. The project has been affected by the on-going protest situation in Thailand since November 2013, causing delays in scheduled activities in Thailand, where the planned consultation with labour attaches was delayed from December 2013 to July 2014 and the workshop on Measuring Migration Costs was delayed by one month and re-located to Pattaya; the labour migration database focal points meeting was cancelled due to announcement of a coup and will be rescheduled. The election in Cambodia in July 2013 and resulting protest actions resulted in the re-scheduling of the Migrant Worker Resource Centre Study Visit to Cambodia from



	<p>September to October 2013.</p> <p><b>At the global level:</b>  For three weeks beginning on 28 May 2014, the ILO will hold its annual International Labour Conference (ILC) in Geneva, with delegates from government, trade unions and employers from all member States. The DG will present a report on labour migration, which is expected to increase international attention to the issue of labour migration and combined with the ILOs chairing of the Global Migration Group, indicates a new dynamism on the issue of labour migration. The ILC will also develop a new protocol or recommendation to supplement the Forced Labour Convention (No. 29) that will have an impact on addressing forced labour in the migration context.</p> <p>In November 2013, the ILO in Geneva hosted a five-day tripartite technical meeting on labour migration to discuss key issues such as the effective protection of migrant workers, matching skills with labour market needs, as well as international cooperation. The meeting affirmed the renewed commitment of ILO tripartite constituents to labour migration issues.</p> <p>UN Secretary-General Ban Ki-moon unveiled a global 8-point agenda on migration during his address to the General Assembly High-Level Dialogue on International Migration and Development, in New York on 3 October 2013. The 8 point agenda resonates with the issues being tackled by the ATP, and include: (1) Protect the human rights of all migrants; (2) Lower the costs of migration; (3) End the exploitation to which migrants are vulnerable, including human trafficking; (4) Address the plight of stranded migrants; (5) Improve public perceptions of migrants; (6) Integrate migration into the development agenda; (7) Strengthen the migration evidence base; (8) Enhance migration partnerships and cooperation</p>
<p><b>Project strategy and design</b></p>	<p>The ATP has benefited from ILO expertise, the work of the ILO (DWT and TC projects) and the high regard ASEAN member states hold for ILO technical assistance and support. At the 9<sup>th</sup> SLOM meeting in 2013 all delegates expressed their appreciation for ILO technical assistance and support. Lao PDR and Myanmar delegations expressed thanks for the technical support in their review of legislation on migration; Indonesia for the support in convening the ASEAN Youth Forum on Employment and its National Consultation on the Ratification of Convention 189 on Domestic Workers; Thailand for the support in organizing the regional workshop on skills recognition last December 2012 in Bangkok. SLOM leaders recognized the value of the recent ILO-ITC-COMPAS Course on Labour Migration and supported the idea of a continuing executive program on it (to be held July 2014). The project received unanimous support from all delegates at the 7<sup>th</sup> ACMW meeting held in May 2014, and was invited to facilitate an open session to showcase the ILMS Database and discuss ongoing initiatives of the ATP, including the progress of the AFML.</p>
<p><b>Advocacy, Communications and Capacity building</b></p>	<p>The ATP is pro-actively raising the visibility of the Project and the awareness of its good works both among members States and stakeholders in ASEAN and elsewhere. Plans include development of <b>information materials</b> and maintenance of a website for the project and for the AFML.</p> <p>Over the past year, the project has been able to track 25 references to project activities and quotes from project staff in the media (Annex 26). The project webpage on the website of the ILO Regional Office for Asia and the Pacific has had 1,215 unique visitors during the period 1 April 2013 to 31st March 2014, with each visit lasting an average of 2.30 minutes. The project webpage was accessed by visitors from 21 different countries. The page will continue to be updated with research findings, features of the ATP TRIANGLE project, and other resources.</p> <p>The AFML produced a 5-minute video centered on the importance of the AFML and the active support given to it by AMS and the stakeholders. The video was launched at the 6<sup>th</sup> AFML and will be used as a curtain raiser in all preparatory meetings of the 7<sup>th</sup> AFML. ATP co-funded the filming of Regional Conference on the creation of the Alliance of Asian Associations of Overseas Employment Service Providers (AAA-OESP) with the view of developing video clips that can be used in other related meeting in the Region. The video</p>

	<p>highlighted the positive contribution of ethical recruitment. The ATP will launch a quarterly newsletter in May 2014 to update stakeholders of the project’s achievements and upcoming activities. The ATP has launched a Facebook page to promote activities of the project, with appropriate visibility given to the donor.</p> <p>The project meets the requirements of the Canada visibility strategy, including incorporating the logo and language of support on project briefs, reports, webpage, PowerPoint presentations, workshop banners, IEC and other materials. The support of the Canadian Government is noted in any press releases issued by the project. The logo change in late 2013 was successfully implemented by project.</p>
<p>Implementation and Institutional Arrangements</p>	<p>The support of the ASEAN Member States and the ASEAN Secretariat translate to the smooth implementation of activities and successful realization of the objectives of the Project. The project was presented before the Senior Labour Officials Meeting in May 2013 and was well received; ATP was discussed at the 6th ACMW meeting in May 2013 and the 7<sup>th</sup> ACMW meeting in May 2013, where in consecutive years representatives have given full support to the Project. This has been a crucial step in formalizing the project and it is hoped that the wide acceptance will lead to smooth implementation of planned activities and research.</p> <p>The project has made adjustments to project implementation arrangements in the following areas:</p> <ol style="list-style-type: none"> <li>1. <b>Personnel changes:</b> Additional staff resources are required due to the increase in project activities, particularly in Bangkok. ATP has discussed plans to revise the project budget to incorporate funding of a Technical Officer (P3) to be based in Bangkok with the donor and PARDEV. The official request will be made in June 2014. Recruitment would commence upon donor’s approval. ATP brought on a Project Consultant to assist with implementation of regional activities. The ATP will engage two interns in the coming implementation year. Administrative Assistant to the ATP will leave the project on July 1<sup>st</sup> for another project with the ILO. Recruitment for a replacement is underway.</li> <li>2. <b>Coordination with national authorities and social partners</b> is now being pursued with the Country Directors of ILO offices or designated ILO liaison officers in the case of Brunei Darussalam, Malaysia and Singapore. GMS NOs have, in the past, assisted the ATP extensively as ATP operated regionally and required coordination with national authorities to secure their input and attendance at regional meetings. As the GMS TRIANGLE is now in its final year of implementation, GMS TRIANGLE NOs are no longer in a position to assist the ATP.</li> <li>3. <b>Budget revisions:</b> The overall budget of RAS/12/01/CAN has been increased by USD78,000. The increase occurred as the remaining balance of a DFATD project in China was transferred to the ATP.</li> <li>4. <b>Co-ordination with GMS TRIANGLE:</b> ATP is capitalizing on the extensive work of the GMS TRIANGLE Project at the national level, and is funding the expansion of nationally developed tools for regional application, such as is the case of the pre-departure training curriculum and the MRC operations manual (Annex 27).</li> <li>5. <b>CLMV Capacity Building Program:</b> DOLE declined to take the lead on 2 research projects under the CLMV capacity building program due to its heavy workload. The ATP has therefore arranged to implement these through reputable academic institutions and migration specialists in the Philippines.</li> </ol>
<p>Any other areas</p>	<p><b>Implementation of the 3-year work plan of the ACE</b></p> <p><b>Context and implementing environment:</b> The Employers’ Component of the ASEAN Triangle Project is operating in an environment where significant regional and national policy reform is being pursued with varying degrees of consultation with national social partners. There is a mismatch between official policy and the economic and commercial realities of the ASEAN business community. The significant policy work being undertaken as part of the Employers’ Component is providing valuable, principles-based advocacy tools for national employers organizations to address this by using these tools to actively engage governments at the national and regional level (through the ASEAN Confederation of Employers).</p>

	<p><b>Advocacy, Communications and Capacity Building:</b> In respect to the Employers' Component of the ASEAN Triangle Project a notable challenge has been to ensure that the significant policy activity undertaken by ACT/EMP and ACE is communicated at the corporate level of national employers' organizations and to their broader membership. To manage this issue ACT/EMP has recently developed a communications strategy on the employers' component of the project - a specific objective of which is to ensure that corporate knowledge is shared and retained among employers' organizations and that this knowledge is disseminated to the broader ASEAN business community.</p>
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## 8. ANNEXES

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