



Technical Progress Report

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 DFID (UK Government) :Donor
 DWT/CO New Delhi :Administrative Unit

Country or Region: Bangladesh, India Nepal, Jordan, Lebanon

Title: Work in Freedom (*ILO-DFID Partnership Programme on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East*)

P&B Outcome: Outcome 15

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.

Sequence: 1st report 2nd report 3rd report 4th report 5th report

Related project(s): RAS/12/15/UKM and GLO/12/39/UKM

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EXECUTIVE SUMMARY

Work in Freedom is a five-year, inter-regional initiative that is taking a targeted approach to prevent the trafficking of women and girls in South Asia and the Middle East.^a The development objective is to reduce the incidence of trafficking of women and girls from India, Bangladesh and Nepal through economic, social and legal empowerment. At least 100,000 women and girls will be reached in South Asian source countries and in major destination countries for migrant workers (India and selected Arab States). The programme targets in particular the domestic work and garment sectors. Key stakeholders include governments, trade unions, business and employers' and their associations, recruitment agents, NGOs and women migrant workers. An innovative aspect is the emphasis given to rigorous impact assessment, given the lack of robust evidence on what works and what doesn't with respect to prevention of human trafficking. This will be implemented by the London School of Hygiene and Tropical Medicine (LSHTM).

Administratively, Work in Freedom is divided into two components which are closely related: one for the field-based implementation of the programme deliverables in South Asia and the Middle East (for which the budget is held and managed in ILO New Delhi), and the other for the research/knowledge and technical support functions of the programme (for which the budget is held and managed in ILO HQ in Geneva). The Memorandum of Understanding between DFID and the ILO for the Work in Freedom Programme was signed by both parties in April 2013. The conclusion of the MoU followed approval of the DFID Business Case by UK Ministers in February 2013. According to the MOU, ILO is to submit to DFID annual narrative reports on the project. In addition to ILO's narrative report DFID carries out Annual Reviews of all of its programmes to assess progress against the

^a The Work in Freedom Programme runs from 20 April 2013 to 15 March 2018

objectives contained in the logframe, and to check if the programme is on track. The timing of the Annual Reviews is set according to the approval of the business case whereas the timing of ILO's narrative reports is set according to signature of the MOU. This means the timing of DFID's Annual and the ILO's annual reporting cycles are not aligned. ILO, LSHTM and DFID management have now agreed that in order to improve the quality of our Annual Reviews, DFID will seek to 'reset' the timings by conducting two Reviews this year, one now (deadline 28 February 2015) and another to be completed in May-June 2015.

This report informed the February 2015 DFID Annual Review and covers the ILO's March 2015 narrative report. It evaluates programme achievement in line with the revised outcome indicators of the logical framework.

Summary of progress

Over the past year, Work in Freedom Programme has made tremendous progress in securing key partnerships with global and local partners while initiating the community based programmes in Nepal, India and Bangladesh. Key capacity building exercises, primarily with trade unions, NGOs & private recruitment agencies have also taken place both at the national and regional level. At the same time, two global policy consultations have been hosted to define common benchmarks on Fair Recruitment and to share best practices on regulation of the industry. The programme's research base is in good form with some baseline surveys already available and others underway.

Progress was also made towards the hiring of key project staff, and finalization of the administrative and management framework of the project. National Project Coordinators are in place for Bangladesh, India and Nepal and budget line revision was prepared and submitted to allow for hiring of national project coordinators in Lebanon and Jordan. A new Chief Technical Advisor was hired and began work on January 16th 2015. In October 2014, a management meeting was held between LSHTM, ILO and DFID to refine the logical framework and review and discuss programme strategy decisions/progress to date. Two advisory board meetings were held with independent experts, which lead to strategic changes in the programme's design/implementation.

Highlights of Key achievements:

There were significant achievements made since the last annual review (Jan 2014 - Feb 2015), particularly under outcome 1 by initiating community awareness and women empowerment programme in three countries of origin. Some of the major activities accomplished are; Global Alliance Against Trafficking in Women's (GAATW) regional Training of Trainers to build capacity of the implementing partners; in Nepal and India district level trainings to community workers; Global partners empowerment meeting and the subsequent development of community orientation (1.5- 2 hrs x 2 modules) and pre-decision training modules (15 hrs/2 days); design and development of curriculum and training manuals for Domestic Work Skills; and implementation of community empowerment programmes through the implementing partner in Nepal and partially in India. In total, approximately 28,596 women and girls (13,700 Nepal, & 14,896 India) benefited from the community interventions during the reporting period. Additional people have been reached through Migrant Forum Asia (MFA) pilot activities in India and Bangladesh, however those figures are still being verified. Approximately, 4013 domestic workers have been unionized.

For outcome 2, two global consultation workshops with constituents and civil society organizations were organized on Fair Recruitment. Likewise, a first introductory joint mission of Ciett, IHRB, and Verite was organized in Mid-December 2014 to explore the needs, building rapport with the government and the Nepal Association of Foreign Employment Agencies (NAFEA) for further collaboration to improve recruitment practices in Nepal. For Outcome 3, the ILO has signed an Implementation Agreement with the Anti-Slavery International (ASI) to reach out to women migrant workers in Lebanon and provide support services and a service agreement signed with FENASOL to support their founding congress of domestic workers. A consultative meeting with the trade unions of destination countries including Lebanon (FENASOL) was organized with a partial support from the Work in Freedom by the General Federation of Nepalese Trade Union (GEFONT). The programme was fruitful to bring common understanding and establish close collaboration between the trade unions in Nepal and Lebanon for protection of the rights of Nepalese migrant workers. Under outcome 4, UNODC completed their needs assessment in collaboration with SAANLAP and the ILO and completed two trainings of police and labour officials in Chhattisgarh. In Nepal, a study looking at the age ban on domestic workers was completed and technical support was provided to the Ministry of Labour and Employment for review of the Foreign Employment Act 2007. Under outcome 5 the law and policy and recruitment baselines are now completed and all employers surveys underway. Results already being used to inform project activities/planning, in particular under the recruitment component. Following recommendations from the Advisory Board, ILO is working more closely with LSHTM on the project's impact assessment, helping to reframe and in some cases, reframe the designs in Nepal and India. ILO has also worked more closely with LSHTM during the design and execution of the baseline research.

1. Budget / Planning Information

Project budget in USD:	RAS/12/15/UKM	Total Budget - GBP 8,300,000	
Project duration in months:	59 Months	Planned	Actual
Project start date:		April 20, 2013	April 20, 2013
Project end date:		March 15, 2018	TBD

2. NARRATIVE REPORT

2.1. Perspectives on current status

The developmental objective of the project is to have a reduced incidence of trafficking of women and girls within and from India, Bangladesh and Nepal, into the domestic and garment sectors, through economic, social, and legal empowerment.

The status of the activities under each output (immediate objective) is described below:

Output 1: Women migrant workers and at-risk girls below the working age in source communities are empowered with better awareness, information and skills

New Technologies Component

ILO engaged an external consultant to build on some of the recommendations and findings coming out of the Mobile Phone Scoping Report. One primary focus was to develop a “tips” package for potential and outgoing women migrant workers on how to use mobiles to decrease vulnerability to trafficking. A draft version of the tips package was prepared by July 2014 and presented at the GAATW ToT. On the basis of advice from NGOs and TUs participating in the ToT the “Tips” package was revised - one of the main revisions included a new section on the “risks” of using new technologies. The tips package must now be translated into Bangla and Nepali for use both in the pre-decision and pre-departure training modules. Other ideas for how to use new technologies in the programme are still being explored including the development of an anti-trafficking application and an application for employers’ of domestic workers. Phone calls have additionally taken place with Zain Jordan on the development of a Public-private partnership to provide local pre-loaded SIM cards to outgoing migrant workers (most likely to Bangladeshi women who attend the pre-departure training).

Empowerment Strategy and Global Partner’s Meeting

ILO drafted an empowerment strategy and organized a Global Partners Meeting to gain feedback on its content from 22-24 July 2014 in Kathmandu. The meeting was attended by Anti-slavery International (ASI); GAATW; International Domestic Workers’ Federation (IDWF) and its affiliate Self-Employed Women’s Association (SEWA); MFA; DFID; LSHTM and the ILO. The meeting was fruitful to share information on newly signed/draft implementation agreements, work plans, and exchange ideas on how to coordinate and shape activities for the next year and half. It was also a good platform to develop common understanding about the programme empowerment interventions in each countries and how each global partner’s strength can be integrated in the programme. At the same time the meeting provided a good base to share the design and objectives of the programme’s impact assessment.

GAATW Regional Training of Trainers and District Level Training

In July 2014 GAATW held its regional ToT to build the capacity of trainers from different NGOs and Trade Unions. 21 participants from 10 organisations and 3 Trade Unions from Bangladesh, India and Nepal attended the TOT. The participating organisations all have significant experiences working with potential and returnee women migrant workers, offering services ranging from information centers, trainings and awareness raising among others. Organisations also have robust networks at the grassroots level. Some of the organisations are members or partners of GAATW and/or MFA, and many are partners with ILO in the WiF project. By end of the project period GAATW will deliver a package of training modules and an implementation guide in English.

Following the GAATW Regional ToT a group of 6 core trainers was formed to develop pre-decision materials and conduct a 7-day, district level training for community workers in Nepal. The core trainers group conducted the first district training in Morang. To ensure quality of the training, the group was supported by one of the GAATW national core trainers. In total, 112 community workers (96 female and 16 male) including 46 Social Mobilizers from the local government were trained.

In India district level trainings were held with AP Domestic Workers Welfare Trust (APDWWT) in Andhra Pradesh on 28-30 August, 2014. A women led community event was also organized in Andhra Pradesh by APDWWT on International Migrant Workers Day on December 18, 2014. The second training was held in Chennai from 8-10 December 2014, where 26 field animators and leaders who are working with local, inter-state, and overseas migrant domestic workers were trained. A similar event is also planned within the next few months in Tamil Nadu.

In Bangladesh, GAATW will hold its district level training with OKUP on January 25 - 29th and February 1st - 4th for WARBE, ACD, BOMSA in Dhaka. There will be two clear objectives for the meeting: 1. To develop an annual workplan with regards to their community interactions with women 2. To develop a clear list of topics that women need to know (inventory and how to package) and methodology.

Community Based Work

Mapping of Information, Education, and Communication (IEC) materials

As per the WiF's strategy to build on existing resources and efforts; the ILO conducted a mapping of the available IEC materials related to labour migration and prevention of trafficking developed by the government, non-government, and the UN agencies. The mapping report was useful to collect relevant materials for delivering the district level training to the community workers, collect relevant materials from the concerned organization to distribute it at the MRCs. The report also reflected that there is inadequate awareness materials related to women empowerment linked with labour migration. Generally trafficking prevention materials are focused on trafficking for sexual exploitation. Likewise, information on legal provisions and existing policies are also lacking. It has been planned to develop IEC materials to meet the gaps in 2015. In Nepal, this work was done by an external consultant and in Bangladesh by Migrant Forum Asia (MFA). Mapping reports are available upon request.

In India, MFA has collated the material on international migration. Prior to this ILO CO for India also conducted a small round table in collaboration with other migration project to seek views of the stakeholders on the gaps and challenges in the pre-departure material. In late Jan 2015/early Feb 2015, MFA and ILO will organize a consultation to present the review analysis of the material collected and develop the recommendations for the pre-departure training, especially in the context of the domestic workers.

Outreach & Pre-decision Programmes

A. NEPAL

In Nepal Project VDCs were selected based on passport issued data of the District Administration Office and observations of key stakeholders working at the community level. Pilot programme activities were started in two districts from February to July 2014. Upon completion of the pilot activities Implementation Agreements were signed with the national NGOs [Women's Rehabilitation Centre (WOREC) in Morang; ABC Nepal in Rupandehi, POURAKHI Nepal in Dolakha, and People Forum in Chitwan] for the period of September 2014 to November 2015. For Ilam, ILO could not find appropriate partner and thus it has been planned to do a call for proposals with locally registered NGOs at the district level.

In Nepal 23 **street dramas** were organized in 3 out of 4 and observed by 3,853 community people (including 2,040 female). The stories of drama were focused on migration through formal channels, the risk of unsafe empowerment, and key steps to be followed for safer community was also informed about group orientation and training programmes which are being offered by the partners.



project districts approximately importance of migration, women migration. The pre-decision implementing

In Morang and Rupandehi, **Migrant Resource Centers** were already established by the Implementing partners at the District Administration office (DAO). WiF supported the continuation of the centres and strengthened existing services by providing internet access, which links prospective migrants to the updated information from the website of the Department of Foreign Employment. A new MRC has been established at the DAO in Dolakha by POURAKHI (ILO's local implementing partner in Dolakha) with the support of the project. The MRC officer provided detail information about safe migration process and distributed information booklet and brochures to the people who visited the centre while coming to issue their passport. In total 4,645 people (F-1,847; M-2,798) benefited from the MRC services. In Chitwan, a MRC is currently being operated by IOM. With project support People Forum's (ILO's local implementing partner in Chitwan) has taken the initiative to establish legal counseling center there for migrant workers.

The Peer Educators (PEs) visited 6,575 households (met more than 6,000 female) based on the 21 indicators developed to reach potential women migrant workers and provided information on safe migration. Some of these household visits were long in length and gave PEs the opportunity to impart information found in the 1.5-2 hour pre-decision module while other visits were shorter. During the visit, the PEs identified 1,231 Returnee Women Migrant Workers (RMMWs) and 2,068 Potential Women Migrant Workers (PMMWs) who expressed their interest to join two days pre-decision training. It is however likely that more women reached during the household visits were planning to go for foreign employment but simply chose to keep their plans secret (because of the ban and social stigma). It is expected that this reluctance to speak about migration plans will lessen as PEs gain further trust in the community.

Altogether 271 women/community groups (4,562 women; 982 men) were oriented on women empowerment, benefits and challenges of foreign employment, and points to be considered while thinking about joining foreign employment. In the districts like Rupandehi, Chitwan, and Dolakha, the **group orientations conducted on 1st module (1.5-2 hrs)** were followed up with a second module, also 1.5 - 2 hours in length. Where as in Morang, the orientation was conducted for 4 hours incorporating both modules at once.

Potential migrant women participating in group orientation or door to door counselling were requested to join a **2-day Pre-decision training**. As of the reporting date, 739 women declared themselves as potential migrant workers in 3 project districts. However, the Pre-decision training is organized only in Morang and Rupandehi benefiting to 1,349 women (41 events). The rest of the districts will start the 2-day training in early 2015.

In Nepal, **local journalists** at the district level were provided one-day sensitization programme in Morang and Rupandehi on challenges in foreign employment faced by women and the role of media to improve labour migration and prevention of labour trafficking. In total 38 journalists participated in the programme. In total 6 case studies/ articles were written, of which two articles were published in local and national daily newspaper.

B. Bangladesh

In Bangladesh, MFA's began working with local partners in Joypurhut (subdistrict: Joypurhut), Norail (subdistrict N/A), Dhaka District (subdistrict Keraniganj) and Manikjang (subdistrict Joymondab) in August 2014. To date the pilot initiatives have been critical for local partners to put into practice knowledge learned from the GAATW trainings and have also yielded important insights into the gaps/challenges of community based work in Bangladesh. An ILO field visit which took place in December 2014 showed that the community based work is not sufficiently scaled-up (most interventions are only 2 hour courtyard meetings) and the women in the pre-departure training are in most cases not the same ones that attending courtyard training (because TTC centers are far from village). In 2015, ILO will a need to work closely with both MFA and GAATW and local partners to build a stronger country-specific methodology and monitoring mechanism for the empowerment intervention.

ILO circulated Terms of Reference to 15 NGOs on November 25, 2014 for scaled-up community based work in Jessore, Manikjang and Narayangang. ILO received 14 proposals for the community based work. An evaluation committee is currently reviewing the proposals. Work in these districts will completed on a full-scale basis with scale-up happening in the other three districts in mid-2015 (once pilots come to a close).

C. India

In Jan 2014 SEWA initiated their community level interventions in Bihar (Munger, Katihar, Bhagalpur), West Bengal (Behrampur, Raghunathganj, Lalgola), Odisha (Sundergarh, Kandhamal, Gajapati, Cuttack and Khurda - Bhubaneswar), Tamil Nadu (Villipuram), Kerala (Mallapuram, Cochin, Trivandrum) and Delhi - (New Ashok Nagar, Dhallu Pura, Anand Vihar, Timarpur, Hasanpur, Tigri, Gautampuri). SEWA has conducted 654 meetings in these states and have reached out to 14,829 women. SEWA has unionized about 3538 domestic workers till Dec 2014. Following the Advisory Board's advice to narrow the programme's scope and focus on specific geographical corridors, in future agreements, ILO will seek to reduce SEWA's number of target states.

Implementation Agreements for community outreach were signed with CINI for Jharkhand (Gumla, Khunti and Rural Ranchi) and with Samarthan for Chhattisgarh (Jashpur and Sarguja) in September 2014. Both organizations have recruited project staff and initiated interventions. The project blocks and villages have been identified. These have been vetted at the Partner Orientation Workshop, which was conducted on 24-26 November, 2014 at Puri, Odisha for the team members of CINI, Samarthan, Prayas and BKS along with the government officials from Labour, Police and Women and Child Department of Delhi, Chhattisgarh and Jharkhand. The workshop focused on providing orientation to the WIF objectives, key messages etc. to the project implementing partners as well as build capacities of government officials and implementing partners. A series of meetings were also conducted with local governments in Jharkhand, Chhattisgarh, Odisha and Delhi in the year 2014. These are described in Output 4.

In Jharkhand, CINI has completed selection of Panchyats and Villages on the basis of interaction with different stakeholders. Village visits were conducted and the selection was revalidated. Basic profiling of the 60 intervention villages have been completed by Block Coordinators and Community Volunteers to help implement the interventions and rapport building process has been initiated. Apart from the Puri workshop organized by ILO in November 2014, two staff trainings have been organized (Dec 5 and Dec 22, 2014) to build capacity, finalize PRA tool, and intervention strategy and review the activities till date. Social Mapping was discussed with an example as well as agenda of group meeting was finalized and process was shared along with problem tree analysis and Venn diagram. Listing of women's groups, Self Help Groups and Adolescent groups in 60 Villages is completed (Gumla - 29, Khunti- 22, Mandar- 28, and Namkum - 30). Social mapping through PRA is completed in 8 villages. Group meetings were conducted to create awareness among the women of the community regarding migration issue and to assess the causes/reasons for migration in particular villages using the Problem tree analysis, and Venn diagram. By December 2015, a total 32 group meetings were done with SHG at village level and total 422 Women and girls were reached out through this intervention.

In Chhattisgarh, Samarthan has followed the similar process. PRA exercise is complete in 8 villages. At least before one or two days of PRA all the key different stakeholders (Gram Sarpanch, Anganwadi Worker, Mitanni, School teachers, Existing SHGs members and their designators, villagers) were contacted door to door/ personally and were Informed about the conduction of PRA, place, date and time, and they participated in the exercise. Total 1516 people (direct beneficiaries) including men, women and adolescence girls/ boys were empowered through the awareness sessions. After the identification of direct beneficiaries through the (social and well-being mapping) PRA methods, two awareness sessions (2 Hours/Session) was organized with them. The second sessions were organized after the ten- twelve days of completion of first session. Through the PRA and awareness session 205 potential migrants has been identified who may migrate to the urban areas Delhi, Mumbai, Raipur, Ambikapur, Varanasi etc. Samarthan has also initiated the groundwork to build the District Level Forum of organizations.

For overseas migration, MFA is working in India in Andhra Pradesh- Kadapa & East Godawari (Andhra Pradesh Domestic Workers Welfare Thrust), Tamil Nadu- Chennai and Kanyakumari district (National Domestic Workers Movement, Tamil Nadu) and Kerala- Thrissur, Ernakulum & Trivandrum (Migrant Forum India, Kerala -NDWM Kerala). ILO will update this report with MFA's outreach figures in the March Narrative Report.

Skill Development

In **Nepal**, 14 women who decided *not to migrate* after participating in WiF pre-decision programmes were linked up with skills training on preparation of decorative materials which are being used in various occasions like marriage, festivals etc. The training was provided in coordination and collaboration with district cottage and small industry development office, Morang.

The Foreign Employment Promotion Board (FEPB) requested the ILO to review its domestic work skills training curriculum and training manual. For this task the ILO Skills Specialist undertook a mission to Nepal and worked alongside project staff and the Office to provide recommendations to the Government. The new curriculum (still under review) is designed for 205 hours (approximately 1 month training) and to be certified by the Council of Technical Education and Vocational Training (CTEVT).

In **India**, through the WiF, Jharkhand Gharelu Kamgar Union (TU wing of National Domestic Workers Movement) 100 domestic workers and potential women migrants were provided skills trainings in different trades (including soft skills) a) 27 girls in Tailoring (Y.M.C.A, Kantatoli, Ranchi from 04.06.14 - 20.12.14), 6 trainees are now self-employed. b) 32 women/girls have been trained in Basic Computer and Tally with accounting knowledge (CDF institute, Kantatoli, Ranchi from 04.06.14 - 20.12.14); c) 25 Trainees skilled on Child and Elderly care (theory by expert followed by practicals at Cheshayar Home, Ursline Old Age Care, Hesag, Qluni School, Ranchi, Holly Cross School, St. Admon, Ursline Convent School (04.06.14 - 30.11.14); (placed 4 workers - 3 @ Rs.5000/ month with increment @ 5 % per annum for 2 candidates in Ranchi and 1 @ Rs. 8000/- in Mumbai) d) 25 trainees learned Driving (Premsons Maruti Motor Udyog Driving School from 10.06.14 - 21 driving sessions), sessions now being topped up by JGKU, 6 have received Permanent License, 4 received Temporary Licenses.

Under the Work in Freedom Project, skilling for domestic work is being seen as one of the entry point for decent work for domestic workers. Most women enter domestic work as unskilled workers, because domestic work is not considered as 'work' and is seen as natural extension of women's work. The wages for domestic work also reflect the same. Even in the states where Minimum wages have been notified for domestic workers, these wages are not paid. As a pilot, Prayas Juvenile Aid Centre (JAC) Society will skill 200 young women in domestic work and enable their placement through fair recruitment channels in Delhi and Ranchi, Jharkhand. The first batch of training has started on Jan 12, 2015 in Delhi (25 trainees) and the second batch on Jan 16, 2015 in Ranchi.

It is proposed that Prayas, during and on the completion of this pilot will seek to procure government funding for training subsequent batches of domestic workers in year 2015 in Delhi and Ranchi. The schemes could be Aajeevika, SDI-MES, State Skills Mission or any other skills schemes run by the Central or State Government. The role of the ILO will be technical support and facilitation for running subsequent skills development programs.

ILO is also working on establishing Sector Skills Council for Domestic Workers, which is described in section 4.

Output 2: Recruitment agencies adopt recruitment practices based on international standards and are subject to improved monitoring and enforcement

On the 23rd and 24th of April 2014, the ILO Special Action Programme to combat Forced Labour (SAPFL), in collaboration with the ILO's Labour Migration Branch (MIGRANT) and the International Training Centre in Turin, hosted a first consultative workshop on the ILO Fair Recruitment Initiative (FRI) under the auspices of the Global Migration Group (GMG), which is currently chaired by ILO. The first consultation workshop was held with the following objectives in mind: (i) To review and discuss recent evidence on the nexus between recruitment, labour migration and human trafficking; (ii) To discuss the overall framework and objectives of the "Fair Recruitment Initiative"; (iii) To discuss benchmarks for Fair Recruitment based on international standards and the development of policy guidance. At the meeting the ILO presented preliminary results from its recruitment baseline study and a draft of Fair Recruitment Benchmarks. Other stakeholders from the UK, India and US presented good practices on regulating recruitment through statutory and non-statutory models. Three working groups were also set up to discuss the Costs of migration, Contractual Arrangements and Grievance and dispute settlement mechanisms with recommendations produced in the workshop report. With regard to the benchmarks paper, the workshop participants concluded that any work under the FRI must be based on ILO Standards and the UN Guiding Principles for Human Rights and Business. It should also offer very practical guidance to stakeholders on how to implement Fair Recruitment. On the basis of these recommendations a new draft of the benchmarks is being prepared.

On November 18th and 19th of 2014, ILO and UNODC jointly hosted a multi-stakeholder workshop on regulating recruitment practices, specifically targeting labour and criminal justice responses to prevent trafficking in persons and the exploitation of migrants. There were tripartite representatives from South Asia and the Middle East, including all 5 of WiF's target countries. On the first day, the workshop brought together government representatives, social partners, civil society and academic experts who spoke as panellists and fielded questions on key issues relating to the challenges, approaches, good practices and the business impacts involved in regulating recruitment. On day two, three specific working groups were created to exchange experiences and good practices in relation to the prosecution of trafficking cases related to abusive recruitment practices, the impact that regulation of the recruitment industry can have on recruitment business models, and the role of bilateral and multilateral cooperation in regulating recruitment. At the meeting the ILO presented their specific findings from the recruitment baseline study on how regulation has impacted recruitment business models in the recruitment of domestic workers from South Asia (Bangladesh, India and Nepal) into Jordan and Lebanon, based on legal and economic assessments conducted in both regions.

In Nepal a tri-patriate consultation meeting was held to discuss current recruitment practices, challenges and way forward was organized in early 2014. The consultation was fruitful to understand different perspectives of constituents, including on undocumented migration. It was also discussed that regulating recruitment agencies to send domestic workers could be an option to minimize irregular migration with protection of migrant workers. The outcomes of the meeting were discussed in the Fair Recruitment Initiative Workshop organized at ITC/ILO, Turin in April 2014.

In September 2014, ILO-Kathmandu, BetterWork Jordan and FSI Worldwide undertook a mission to develop a model of fair recruitment for Nepalese women migrant workers to the garment factories in Jordan. The pilot project would seek to eliminate the charging of fees to migrant workers in the apparel industry in Jordan and reduce their vulnerability to other deceptive and coercive practices during the recruitment process. The outcome of the mission was a feasibility assessment report, which outlines some of the current opportunities, risks and challenges to implementing the pilot. The report will be discussed at a meeting, which will be held back to back with BetterWork Jordan's Buyer's Forum in Amman, Jordan 31st March 2015.

An introductory joint mission of the International Confederation of Private Employment Agencies (CIETT), International Human Rights and Business (IHRB), and Verité took place in Kathmandu, Nepal in late December 2014. The objective of the mission was to brief the industry and Government officials on their work, collect information on current recruitment practices, and address the bottlenecks to promote fair recruitment practices working closely with the private recruitment agencies in Nepal. During the mission, the Minister and the senior officials of the MoLE had emphasized the need for bilateral agreements with the Gulf countries to protect rights

of migrant workers, that ILO Convention 181 needed to be ratified by both origin and destination countries to be meaningfully applied, and that more employers should bear recruitment costs to reduce financial burdens to the migrant workers.

In Bangladesh ILO has held two meetings in July and November 2014 with Bangladesh Association of International Recruitment Agencies (BAIRA) to gain their insights into the Bangladesh WiF workplan and also to present to them some preliminary findings from the Recruitment Baseline Study. BAIRA has expressed a desire to work with the ILO on the issue of overseas recruitment of domestic work; however it seems clear they see the Government of Bangladesh as being more in the driving seat for this particular sector (as only 29 of their 1000 strong membership are allowed by the government to recruit women for overseas domestic work) and that the project will need to find a leveraging point to encourage their strong engagement and ownership over project activities.

In India, the office of Director General Labour Welfare (DGLW), MoLE requested ILO to support the process of drafting legislation for regulation of domestic worker placement agencies. In response, the WIF project has prepared the ToR for the Drafting Committee and submitted it to DGLW. We have been informed recently that MoLE has sent this file to DG Employment and Training (DGET), who is responsible for placement of skilled workers. This means that there may be a broader mandate to look at regulation of all placement agencies not limited to domestic workers (in line with Convention 181). ILO will be scheduling a meeting soon with DGET on Jan 21, 2015 to discuss this issue as well as skills training for domestic workers, as described later.

MolA, Gol organized a meeting to discuss the challenges faced by migrant domestic workers seeking employment aboard in November 2014. The meeting also discussed the recruitment challenges, as the domestic workers travel through a verification process of the Indian Embassies in destination countries rather than the recruitment agencies. Based on the recommendations emerging out the meeting, ILO has proposed some future interventions in collaboration with MolA and is awaiting MolA's response.

Discussions have been held with Delhi, Chhattisgarh and Jharkhand on regulation of placement agencies. Delhi has issued an ordinance on the regulation of placement agencies. As such future work with Delhi Labour department is envisaged to sensitize placement agencies and promote fair practices. Similar discussions are under way with Chhattisgarh and Jharkhand.

CIETT, IHRB and Verite will be coming to India in Feb 2015, to initiate the work on fair recruitment. Meanwhile, ILO's other migration project has already conducted two trainings of the overseas recruitment agencies in collaboration with Verite and their local partner ASK. It has been discussed that the three agencies will build on these trainings as well as extend their program to agencies, which have not been touched so far.

Output 3: Women migrant workers in domestic work and garment sectors enjoy better collective representation and support services and employers have greater knowledge of workers' rights

A consultative meeting was held to bring together trade unions from Nepal (as a country of origin) with the trade unions of Lebanon (as a country of destination). The programme, which was partially funded by WiF, helped to foster common understanding on the challenges faced by migrant workers and established close collaboration between the trade unions in Nepal and Lebanon for protection of the rights of Nepalese migrant workers. This meeting can be seen as a helpful "stepping stone" towards the current trade union developments in Lebanon and in particular the establishment of the domestic workers founding congress.

Over the past two years, the International Labour Organization (ILO) has been supporting the National Federation of Employees' and Workers' Unions in Lebanon (FENASOL) and domestic workers in setting up the first union of domestic workers in the Middle East region. A Founding Committee for the Union has now been established, its members representing eight different nationalities (Philippines, Madagascar, Sri Lanka, Ethiopia, Bangladesh, Congo, Cameroon and Nepal). The migrant domestic workers in this Committee have expressed their need for ILO assistance in building their union, including a legal assessment about the risks that they might face in the forming process. Work in Freedom Programme in collaboration with the EC funded GAP-MDW project has worked to support the domestic workers' founding committee in establishing their trade union (through capacity building, membership drives etc.), to allow migrant domestic workers' and Lebanese domestic workers to become acquainted and to jointly develop their vision for the future, in view of the establishment of the domestic workers' union, to support the pre-work for domestic workers' founding congress (including development of a legal risk assessment and revision of bylaws) and to support FENASOL in developing its capacities to recruit workers in the informal economy, migrant workers, through its work to build the capacity of the domestic workers committee members. In addition, ILO is working closely with ASI, GEFONT (Nepali trade union) and KAFA (a local ngo) to work alongside FENASOL in strengthening the voice of migrant workers.

In India, through the WiF, Jharkhand Gharelu Kamgar Union (TU wing of National Domestic Workers Movement) is organizing and unionizing domestic workers. Capacity building training program (residential) have been organized for approx. 28 domestic workers' leaders (animators) on Communication skills, Labour Rights, Leadership Training through a series of training sessions with experts in the field. JGKU has also unionized 475 domestic workers in Ranchi and Khunti. A workers Cooperative formation is under way and 75 women have joined the cooperative, which will be registered in coming months. For mass awareness, 8 Nukkad natak were organized (called "Manav Jala") on Human Trafficking and Violence on Domestic Workers, in Rural Ranchi and screening of a short film "Tadap" regarding Human Trafficking was organized in 2 places in Khunti.

As mentioned above, SEWA has already unionized 3538 domestic workers in Delhi, Kerala, Bihar and West Bengal. SEWA, who is a National Convener of National Domestic Worker Platform, organized Public Hearing on November 11, 2014 and presented 7 cases before the jury. Domestic Workers Day (June 16, 2014) and International Migrant Workers Day (Dec 18, 2014) were celebrated across project states.

WiF also partnered with Gender Project to organize a 2 day capacity building workshop on Formalizing Employment Relationship, where 192 trade unions leaders and domestic workers participated from 5 central trade unions (INTUC, BMS, HMS, CITU and AITUC) and NDWM. Apart from the above, several local leaders and second line leaders also participated either in the capacity of facilitators or trainees. The training was organized on 14-15 November 2014, Mumbai, Maharashtra. Similar workshop is now planned in Delhi in the coming months.

WiF partnered with ACTRAV project to organize a workshop for the young women trade union leaders on developing trade union strategies for inclusion of vulnerable women workers in the unions, with focus on domestic workers, construction workers and government scheme workers from 11th - 13th December 2014, Jaipur (Rajasthan). Twenty Seven young trade union women representatives from AITUC, BMS, CITU, HMS, INTUC, LPF, AIUTUC & TUCC participated in the workshop. Five national trade union women leaders addressed a panel discussion on the Role of Trade Unions on the workshop subject. The workshop sessions provided training to women trade union leaders/activists on available legal provisions and on ratification of Domestic Workers Convention C. 189 and discussed on various gender issues and challenges before trade unions to secure rights of vulnerable women workers.

Output 4: Laws and policies are implemented in origin and destination countries that protect rights of migrant workers, especially women

Enforcement

The inter-agency agreement between the ILO and UNODC was signed on 14 November 2013. The key outputs envisaged under this project for UNODC entail trainings which aim to strengthen capacities of law enforcement and labour officers to address human trafficking for labour in Bangladesh and India. This required UNODC to enter into formal agreements with the Governments of the two countries. Initial consultations were held and a project document was shared with the Ministry of Home Affairs in India and Bangladesh at the end of November 2013. The first Project Steering Committee (PSC) meeting was held in New Delhi in 2014 with the participation of key stakeholders including ILO representatives and representatives from the Ministry of Home Affairs, Ministry of Expatriates, Police and other Officials from the Governments of Bangladesh and India. This meeting was instrumental in launching the project, and receiving endorsement of the annual work plan for 2014 by the PSC. To date the following has been accomplished:

1. Completion of Training Needs Assessment: The Training Needs Assessment, undertaken by the project team, looked to seek information on the following, keeping in mind the ground realities of each state: The challenges faced by and limitations of LEA and Labour officers with regard to trafficking and labour issues on ground; The range and extent of training already conducted or being conducted with LEA and Labour Officers on the issue. Seek a generic understanding of the impact of these trainings on the direct beneficiaries (LEA and Labour officers) and indirect ones; The need and the scope for further capacity development of LEA and Labour Officers; The specific aspects that need to be kept in mind while collating resource pool, developing the training curriculum and eventually imparting capacity development workshops; Appropriate resource persons to impart the training in the selected states. The Training Needs Assessment was completed on the following dates:

Jharkhand State TNA: 26-28 June 2014

Chhattisgarh State TNA: 16-18 July 2014

Delhi State TNA: 6-8 August 2014

On June 6, 2014, UNODC organized the project Steering Committee Meeting, where the project strategy was discussed, progress presented and future action plan presented.

2. A modular two-day training curriculum was developed as a compilation of many existing manuals, curricula, case studies, and experiences related to the topic and the document clearly acknowledges each of the said documents. During the course of compiling of the curriculum, the content and the modules of the same were presented to expert stakeholders (in the Stakeholder Meeting, dated 15 September 2014) for their feedback and recommendations. A Stakeholder Meeting was organised jointly by UNODC and SANLAAP on 15 September 2014 to consult with key experts, including government, to finalise the module.

3. Two trainings were organised in the state of Chhattisgarh in two batches, on 24th and 25th September and 26th and 27th September respectively. The trainings were attended by 16 labour officers and 51 police officers in all from across 18 districts of the state. The training was facilitated by resource persons from Sanlaap, Shakti Vahini and International Justice Mission. The training sessions focussed on the conceptual understanding of migration, trafficking, forced and bonded labour, and explored the procedural roles and responsibilities of both the police and the labour officers in addressing the issue of trafficking for forced/domestic work. Many senior police officers of the state were also present and offered their support and solidarity in the initiative. Two representatives from the Ministry of Home Affairs were present during the training of the second batch. More trainings were planned for 2014 but were postponed due to national and state elections.

Law & Policy

In **Nepal** upon request of the MoLE to provide technical support for review of the Foreign Employment Act, partial contribution was made from the Work in Freedom programme for reviewing the Act. The draft version was handed over to the MoLE by the ILO consultant and a technical committee has been formed by the MoLE for its further review and inter-Ministry consultation. In addition, ILO commissioned a study on the effects of the Age Ban in Nepal. This study will be discussed with the Government of Nepal along with the law and policy baseline at a policy dialogue in February 2015.

In **India**, ILO was invited as a member of the Working Group on Migrant Workers and Building and Other Construction Workers under the chair of the Director General Labour Welfare (DGLW). Suggestions and inputs were provided by the WiF Project. Later, an Expert Committee has been set up on amendment of Inter-State Migrant Workers Act under the Chair of the Addl. Secretary Labour and Director General Labour Welfare. ILO was asked to provide key inputs and support drafting the amendments to Chief Labour Commissioner office. The suggested amendments have been proposed by the ILO (WiF).

ILO is also negotiating with the DGET MoLE, to include the Domestic Work trade in the existing Modular Employable Skills Scheme under the Skills Development Initiative (SDI-MES) and has offered to revise the existing curriculum to suit the requirements of the new scheme guidelines. Director General Employment and Training (DGET), MoLE has called for the meeting on Jan 21, 2015. If MoLE agrees, it would mean that Domestic Workers Training will be provided free of cost to the trainees by the registered Vocational Training Providers. ILO is also initiating a similar process with National Rural Livelihood Mission, Ministry of Rural Development.

ILO India (WiF+ SKILLS) are jointly supporting and facilitating the setting up of Sector Skills Council for Domestic Workers under the National Skills Development Corporation (NSDC) and accredited by National Skills Development Authority.

Migrant Forum and trade unions used the **SAARC Summit** to advocate for migrant workers' rights both at national and regional levels. At the national level, MFA members from South Asia did their lobbying with their respective governments carrying a common agenda (available upon request). MFA also organised preparatory meetings in Kathmandu and assisted the Nepal members on how to mobilize support from other organizations and in lobbying with the SAARC Secretary General.

MFA also worked closely with SARTUC on their position and supported the CSO position on standard contract and reference wage. In turn MFA supported SARTUC agenda for the SAARC Summit and circulated the same to the South Asia members to reinforce the message of including labour migration as an area of cooperation among SAARC countries. The Asian Inter-Parliamentary Caucus on Labour Migration where MFA acts as the Secretariat, also made a call to the SAARC countries to include labour migration in the agenda and called for greater protection for migrant workers (press statements, which outline this call are available).

MFA members in Nepal and Bangladesh also took part in the People's SAARC. MFA Nepal organised a workshop entitled "Building a Movement for the Right to Mobility: Collective Actions to support Reference Wage and Standard Contracts for Migrant Workers from South Asia". A Migrants' CSO Declaration was adopted calling for better protection of migrant workers, inclusion of migration in SAARC discussions,

ratification of relevant UN and ILO standards including the Domestic Workers Convention, expanding the definition of SAARC Convention on Trafficking to include forced labour as a form of trafficking, adoption of standard contracts and reference wage and look into the issue of stranded migrant workers. The SAARC People's Declaration, which was adopted at the end of the SAARC People's Forum, also recognised labour migration as an important issue that needs to be looked at.

Following these interventions, for the first time the issue, of labour migration was recognised by the SAARC Summit as an important area of cooperation (see SAARC Declaration. Reference to migration is on Point 21).

Output 5: New and better evidence is available on labour trafficking of women & girls within and from South Asia and on effective preventive measures

1. Employers Survey

In Lebanon the American University of Beirut is working on the survey of employers' attitudes towards domestic workers. The final product will cover approximately 40 employers through a qualitative study and 1200 employers through a quantitative survey covering the three different regions of Lebanon. It will be completed in partnership with KAFA (local NGO) and Anti-Slavery International. Employers of both live in and live out workers will be targeted although the primary focus will be live in. To date, training of the enumerators has taken place, questionnaires developed and the draft qualitative assessment completed.

In India, the Institute for Human Development (IHD) will complete a survey of employers' attitudes towards domestic workers. The final product will cover approximately 35 employers through a qualitative study and approximately 600 employers from Delhi and 600 from Mumbai. Employers of both live in and live out workers will be targeted although the primary focus will be live in. To date the contract for IHD has been issued and one consultative meeting held to discuss survey questionnaires and methodology.

In Jordan, the Department of Statistics will undertake a survey of Employers of Domestic Workers. The survey will be nationally representative and will follow the same methodology as in Lebanon and India. To date terms of reference have been drafted and a contract issued to DOS.

ILO is undertaking a survey of employers of workers in the Apparel industry in Jordan in partnership with the BetterWork Programme. The survey covers approximately 35 factories in the BetterWork Programme and interviews workers, factory managers and owners. The survey is being carried out by Business Migrant Services and Tufts University and includes targeted questions on recruitment practices from the Work in Freedom target countries. To date surveying has taken place, data results received and cleaned and a report prepared. The results will be discussed at the March Meeting in Amman Jordan.

2. Law and Policy Baselines

ILO has completed draft law and policy baselines in all five Work in Freedom target countries. The reports have included primary research (undertaking interviews with local stakeholders, gathering of local court cases and translation) in addition to desk research. The main objective was to provide an overview and gaps analysis of the key normative framework and implementation challenges on migration, trafficking and labour law with a specific emphasis on the garment and domestic work sectors. To date final versions of the law and policy are available for Lebanon and Jordan with final drafts (circulate to stakeholders for comments) completed for India, Nepal, Bangladesh.

3. Recruitment Survey

ILO has completed the final draft of a recruitment study (300 pages) that documents and analyzes recruitment practices affecting women and girls in South Asia and the Middle East. The report, based on 180 interviews conducted over 12 months across five countries, looks down a business lens to explore *how and why* recruiters carry out the business of recruitment, the profits they make, the challenges they face, as well as the adverse impacts that these actions have. A shorter version of the baseline is now being prepared for publication that will focus specifically on recruitment in the domestic work sector.

4. Border Survey

ILO planned to use a combination of surveys to capture the flows of migrant women workers leaving Nepal (either from Kathmandu or Delhi/Mumbai airports) to work as domestic workers to the Middle East. A pilot survey was implemented in January 2014 in Kathmandu airport to verify the feasibility of surveying migrant workers at the time of their departure. The pilot was positive, but it appeared that, because of the age ban, very few migrant women use KTM airport. Many cross over to India either by road or by foot for onward journey

to Middle East via the Indian airports (Delhi, Mumbai), from where it is easier and possibly more economical. A similar pilot survey was being planned in India for the Nepali migrants leaving through India however the official approvals needed for this to happen were not obtained. An alternative survey was designed, interviewing women as they returned from abroad via the Kathmandu airport and a second pilot conducted in October 2014. Most women regardless of their outbound travel (be it through Nepal or India) will return to Nepal through the Kathmandu airport, hence the project can capture the details of their migration route/experience at this point. No contract has been issued for the border survey but is expected surveying will begin in mid-2015.

Output 6 Work in Freedom is initiated and managed effectively, in line with DFID, ILO and LSHTM rules and procedures for Aid Effectiveness

Global

Over the past year, ILO, DFID and LSHTM have been working together to develop a comprehensive and streamlined system of internal programme management and oversight. Quarterly update meetings have been held to discuss project progress/challenges and also to plan for future programme events.

In May 2014 ILO, DFID and LSHTM held the first advisory board meeting in London, UK with three external experts: Mike Dottridge, a consultant who specializes in forced labour and trafficking; Prabha Kotiswaran, a Senior Lecturer in Law at King's College London; and Anne Gallagher a global expert on the international law on human trafficking. At the workshop ILO made presentations on the programme's design, strategy and partnerships. LSHTM and ILO also outlined the programme's research component. Information packages containing key documents (logical framework, partnership agreements etc.) were prepared and sent to the Advisory Board members in advance to ensure informed and fruitful meeting. On the basis of the discussions the Advisory Board members drafted a joint report outlining their recommendations on how to improve the programme's design and implementation. Some of the key recommendations included ILO's closer collaboration with LSHTM on the impact assessment and research component of the project, narrowing the programme's focus to specific geographical corridors to "test" models for scale-up, and removing the alternative skills training and child trafficking/labour sub-outputs. The Advisory Board also suggested drafting an empowerment strategy for the programme to more clearly define community based interventions. Other questions arose regarding the suitability of ILO's global partners to carry out specific activities. ILO has since incorporated many of the Advisory Board's comments into the programme design, and drafted a written response summarizing their views and actions on the report's recommendations.

A second Advisory Board meeting was held via teleconference in December 2014. The main objectives of the call were to update Advisory Board members on progress and changes made since May 2014. Key documents reviewed by the Board included the revised logical framework, the Empowerment Strategy and Kathmandu Global Partners Meeting Report, and global/country narratives and workplans.

ILO, DFID and LSHTM held a management meeting in Delhi, India in October 2014 to discuss and review the programme's M&E and management framework. In preparation for the meeting, ILO drafted the following: (i) global and country narratives and workplans, (ii) a budget revision and justification; (iii) revised logical framework. The meeting also brought in ILO-Beirut to discuss the Middle East component of the programme. As a result of the October 2014 meeting, ILO, LSHTM and DFID agreed on a revised logical framework and a final budget line revision (allowing funds for hiring of Middle East staff) was submitted. Workplans were revised to include tentative five-year budgets and targets. The meeting was also instrumental in providing greater clarity between the ILO and LSHTM on the scope and shape of the impact assessment. At the meeting a decision was taken to move the programme's randomized control trial (RCT) in India from Jharkhand to focus on SEWA's work in Odisha. In follow-up to this decision a meeting has been scheduled for January 2015 between ILO, LSHTM and SEWA in Odisha.

Bangladesh

Work in Freedom Program in Bangladesh started in December 2013 through the official signing of the Memorandum of Understanding (MoU) between ILO and the Economic Relations Division (ERD) under the Ministry of Finance. Key personnel came on board in June 2014. The first Project Coordination Committee (PCC) meeting was held on September 11, 2014 at the Ministry of Expatriates' Welfare & Overseas Employment in order to discuss the project's aims, working areas and draft activity plan. Two additional Project Advisory Committee (PAC) meetings were held on September 23 and October 30, 2014 to finalize the Draft Work Plan, selection of potential partners and working areas.

A Project Inception Workshop was organized on 4th December 2014 to orient the stakeholders about the programme and in particular, share information about the Bangladesh component. It was an opportunity to hold

discussions with the participants and generate ideas/feedback regarding the planned programme interventions in Bangladesh. It was attended by representatives from government, workers organizations, employers organizations, UN agencies and NGOs. Positive feedback on the programme design was received at the workshop.

Nepal

Since the Work in Freedom programme was already reflected in the Red book of the Government of Nepal under the Ministry of Labour and Employment (MoLE) for the fiscal year 2013/2014, the programme was formally introduced in 4 out of 5 project districts from February 2014. The Memorandum of Understanding (MoU) was signed between the MoLE and ILO in April 2014.

The ILO in collaboration with the Ministry of Federal Affairs and Local Development (MoFALD), introduced the project to key district stakeholders in the 4 project districts. The programme was organized and chaired by the District Development Committee in presence of the representative of the MoLE and participated by the district level government offices, trade unions, and concerned civil society organizations. The meeting was productive to build report and establish referral mechanisms for relevant support. A second Project Advisory Committee meeting was organized during the reporting period at the MoLE.

ILO's local partners organized district level quarterly project review meetings with key stakeholders including the government and civil society stakeholders. Joint-monitoring committees (represented by District Development Committee, District Administration office, Women Development Office, Bar Association, and the implementing partner) have been formed in each district and first joint missions were organized during the reporting period. The ILO had visited project districts twice to provide technical support and monitor on-going activities. More technical support and guidance is required in Chitwan and Dolakha for quality delivery of services.

India

Ministry of Labour and Employment, Government of India organized Inter-Ministerial Meeting on October 7, 2013. A project overview was presented, key recommendations were made regarding the deliverables under the project and the roles of different ministries in the project. It was recommended that there is a need to look at the National Policy framework to prevent trafficking/promote safe migration both within in India and outside India; the project should focus on areas of empowerment of women (informed and safe migration, skilling), law enforcement, regulating recruitment agencies etc.; there should be engagement of Ministries of Home; Women and Child Development; Overseas Indian Affairs; and Labour & Employment. Selection and finalization of the States to work in early phase of work were also discussed. On the recommendations of the MoLE, ILO met with Ministry of Home Affairs (May 15, 2014) and also discussed the ILO -UNODC-ROSA - MOHA partnership for delivery of joint Police and Labour Department trainings on prevention of trafficking and forced labour. A similar meeting was conducted with Ministry of Women and Child Development, (MoWCD) and decided that efforts will be made to collaborate at the implementation level as well as policy level. Another meeting was conducted with Ministry of Overseas Indian Affairs on 11 April 2014 with regard to overseas migration of domestic workers.

For Jharkhand, a scoping mission was undertaken and meetings were conducted in January February 2014 with Department of Labour, Employment and Training, Women and Child Development, Police, NRLM, Mahila Samakhya and civil society organizations working on issue of prevention of trafficking. On Feb 17, a Jharkhand State Consultative Meeting was organized under the chair of the Secretary Labour with participation from Labour Commissioner cum Director WCD, Addl. DG of Police, (CID), IG Police, SDM Khunti amongst others to discuss the possible collaboration and synergies between the different departments in the implementation of the activities under the WiF project. A District Level Meeting in Khunti was organized under the chair of the SDM and SP, AHTU on the same day. A Meeting with Minister of Labour, PS (L) and LC of Jharkhand on May 22, 2014 to finalize the activities in the state. On recommendation of the Minister, a Consultative Meeting on Preventing Trafficking and Promoting Decent Work for Domestic Workers was organized on June 12, 2014 to bring different stakeholders on board and present the key interventions in the districts planned and a road map developed. Based on the inputs received, a call for proposal was made for Community Interventions issued for Jharkhand - Rural Ranchi, Khunti and Gumla District and contract was awarded to CINI, as mentioned earlier.

For Chhattisgarh, scoping mission was undertaken in January 2014 and meetings were conducted with Addl. Chief Secretary (Labour and Panchayati Raj, now Chief Secretary). A series of meetings and discussions were held and similar meeting conducted with Police and Women and Child Department. Based on the discussions, a call for proposal was issued for Community Interventions issued for Chhattisgarh - Jahspur and Sarguja and Samarthan was finalized as an implementing partner. As there was a change in the Addl Chief Secretary, a meeting was further organized in September 8, 9, 2014 with him as well as Director General Police and Secretary Women and Child, to bring all the key departments on board. UNODC conducted the Police Trainings on 23-24 September and 25-26 September 2014. The Chhattisgarh State Level Launch Meeting was organized

with key departments and stakeholder on October 9, 2014.

In Odisha, an initial scoping mission was undertaken in December 2013 and meetings were conducted with Secretary (Labour), Labour Commissioner, Secretary WCD, Director WCD, Director NRLM and several organizations working on trafficking and migration. It was decided that since SEWA is working in Odisha along with NAWO, ILO would step in gradually. The focus of ILO will be to first work with Jharkhand and Chhattisgarh governments, and slowly Odisha will be brought on board as SEWA's work progresses. A meeting with the Odisha Labour Commissioner was held on Jan 12 and 13, 2015 and the Labour department has been notified about SEWA's work. There will be more discussions in coming months for greater collaboration.

With regard to Overseas Migration, meetings were conducted with the POE office in Cochin and Norka Roots, Indian Centre for Migration etc. over a period of time. ILO also participated in the Mola workshop on promoting safe migration for domestic workers in November 2014 and based on the recommendations emerging out of the meeting, recently WiF has made some suggestions for future work and is awaiting Mola's response on the same.

2.2 Challenges

Forced Labour and human trafficking are complex issues to be addressed. Work in Freedom programme has been designed to address such complexities by engaging a wide range of stakeholders and partners while working in countries of origin and destination to overcome some of the deeper structural issues and vulnerabilities faced by women migrant workers. Given the immensity of the programme's objectives, it could be expected that certain challenges would follow implementation. Some of the challenges faced during the reporting period are as follows:

- i. **Human Resources:** Work in Freedom's human resources include a Chief Technical Advisor (CTA), national project coordinators in each target country and a 50% technical backstopping officer in ILO-Geneva. To date, however the project has not been able to operate at its full staffing capacity. While project's CTA and NPCs for India and Nepal came on board in early 2014, Bangladesh's NPC was only recruited in June 2014. In May 2014, the project lost its CTA due to reasons outside the project's control. While every effort was made to recruit a new CTA within the shortest time possible, the project had to operate without the strategic guidance of a full time CTA. While human resource shortages have put a strain on the Work in Freedom team, efforts were made to mitigate the potential adverse effects. In particular, ILO's appointment of an interim CTA in ILO-Delhi and the strong coordination and team work between the remaining WiF staff have helped to ensure achievement of the Dec 2014 milestones.
- ii. **Partnerships:** As may already be noted, the project is achieving formidable results within a very short time of operation. While ILO's role in these successes should not be understated, large credit must also be given to its global and local partners, all of whom have been investing a great degree of effort in carrying out their activities. Despite their positive contribution to the programme, maintaining a consistent degree of monitoring and communication with partners is indeed challenging. National Project Coordinators in particular must maintain a close connection with partners and stakeholders in target districts, many of which are in extremely remote places, difficult to access and prone to political insurgencies. ILO has also had to maintain a high degree of financial oversight over the processing and execution of funds of implementation agreements and service contracts.
- iii. **Empowerment Strategy:** ILO has faced challenges in the implementation of its empowerment strategy. In Nepal for instance, the initial concept of the programme was to recruit returnees as Peer Educators for community empowerment programme. Retention of those engaged has however remained low. In case of Dolakha for instance, due to the remoteness of the district, generally women migrant workers do not return to their original place, rather they prefer to stay in a rented house in cities. Second, partners have had difficulty identifying Potential Migrant Workers: Due to social norms and values, the decision to leave family to escape from domestic violence or policy level barrier such as age ban or complete ban for domestic work; the majority of women prefer to leave without informing anyone in the village. In response, the programme has started to focus first on community women empowerment in targeted villages rather than immediately seeking individual potential women migrant workers for awareness and sensitization. Gradually, those who attend the community empowerment sessions declare themselves as a potential migrant worker or express an interest to know more about safe migration. It is at this point that women are provided with two days, in-depth pre-decision training.
- iv. **Sustainability vs delivery progress**
As the programme's delivery gradually takes shape, it is important to ensure sustainability of efforts beyond the project period. In particular, the community empowerment component needs to be integrated with local government's development programmes. In Nepal doing this has created some challenges due to reformation of

the local government structure i.e. shifting Village Development Committees from an umbrella of District Development Committee to an autonomous Municipalities. In all target states the ILO must ensure it has a long-term plan to sustain its community action.

v. Impact Assessment

ILO has struggled to assist LSHTM to develop the programme's impact assessment. Most of the challenges relate to timing of interventions and complexity of the task. Firstly, the impact assessment in Nepal has been challenging because much of the research is linked directly with access to beneficiaries at pre and post level. Since there is a challenge in recognizing potential migrant workers for initial intervention and mobility after receiving the intervention, huge efforts and appropriate methodologies are needed to ensure there is a large enough sample size and that the right things are being measured. Second, the design of the impact assessment has required knowing a great deal of information about the exact nature, timing, structure and location of the interventions. ILO did not have sufficient information on the community interventions at the start of the project. Once this information was available, ILO needed to pause the start of its interventions to allow for LSHTM to undertake its baselines. Effective communication and open sharing has helped to mitigate the risk of error and undue delay however it has been a learning process.

3. Summary Immediate Objectives

IMMEDIATE OBJECTIVE ACHIEVEMENT ^b

Indicator	Baseline	Indicator Milestone (compare planned against actual)	Target (end-of-project total)	Immediate Objective summary
Immediate Objective/Outcome: Women are empowered to make informed migration decisions and an enabling environment is created for their safe migration into decent work; and girls have viable educational opportunities in their home communities				
Percent of WiF direct beneficiaries with enhanced knowledge and skills	0	Milestone 1 (Feb 2014): 0 Milestone 2 (Dec 2014): 0 Milestone 3 (Dec 2015): 0 Milestone 4 (Dec 2016): 0 Milestone 5 (Dec 2017): 0	Cumulative Target (2018): at least 56,000 women with an increased knowledge and/or skills	Most outcome indicators do not have milestones until 2015 or later. To date however, a background paper on Fair Recruitment Benchmarks was drafted and discussed at a seminar in Turin, Italy in April 2014. Hence all milestones for December 2014 have been achieved.
Number of recruitment agencies with business practices in line with Fair Recruitment standards	0	Milestone 1 (Feb 2014): - 0 Milestone 2 (Dec 2014): - Background paper on Fair Recruitment Benchmarks drafted. At least one consultation on the benchmarks held (planned and actual) Milestone 3 (Dec 2015): Second consultation on benchmarks held and benchmarks finalized (planned) Milestone 4 (Dec 2016): 0 Milestone 5 (Dec 2017): 0	Cumulative Target (2018): 100 agencies	
Number of women whose rights are defended/upheld in places of destination	To be established by LSHTM baselines	Milestone 1 (Feb 2014): - 0 Milestone 2 (Dec 2014): - 0 Milestone 3 (Dec 2015): - 0 Milestone 4 (Dec 2016): 0 Milestone 5 (Dec 2017): 0	Cumulative Target (2018): to be defined with baseline	
Number of new legal or policy initiatives that protect the rights of women migrant workers	Law and Policy report due Dec 2014 provides overview of current status quo on laws and policies in 5 countries	Milestone 1 (Feb 2014): - 0 Milestone 2 (Dec 2014): 0 Milestone 3 (Dec 2015): 3 (planned) Milestone 4 (Dec 2016): 3 (planned) Milestone 5 (Dec 2017): 4 (planned)	Cumulative Target (2018): 10	
Robust evidence on labour trafficking of women and girls from South Asia and effective multi-level interventions for prevention is made available to policy makers, practitioners, researchers and donors to improve policies and activities to prevent trafficking	Baseline availability and uptake of research evidence in policy and practitioner documents	Milestone 1 (Feb 2014): - 0 Milestone 2 (Dec 2014): 0 Milestone 3 (Dec 2015): Baseline and formative research papers submitted to scientific journal (planned) Milestone 4 (Dec 2016): Trial Protocol paper submitted to scientific journal; 1 policy brief disseminated (Nepal) (planned) Milestone 5 (Dec 2017): 0	Cumulative Target (2018): Trial results (India), Nepal and Bangladesh research results paper submitted an scientific journal, 2 policy briefs disseminated (India and Bangladesh)	
Output 1: Women migrant workers and at-risk girls below the working age in source communities are empowered with better awareness, information and skills				
No. of potential women migrant workers, girls and their	0	Milestone 1 (Feb 2014): Contracts in place to pilot community-based activities in Nepal and contract signed with SEWA for	Cumulative Target (2018): 120,000	On track: most milestones met

^b Based on the M&E plan

families who benefit from outreach activities (courtyard meetings, street dramas, door to door visits etc.) on how to make informed migration decisions		activities in source areas (planned and actual) Milestone 2 (Dec 2014) - Contracts in place for community based activities in Nepal and India. Contracts in place to pilot community based interventions in Bangladesh. (planned: 7000 Nepal, 3000 India) (actual: 9811 women and 2163 men Nepal, 16786 India) Milestone 3 (Dec 2015): Contracts in place for community based interventions in Bangladesh. (planned: 20,000 Nepal, 20,000 India, 20,000 Bangladesh) Milestone 4 (Dec 2016): (planned: 17,000 Nepal, 17,000 India, 16,000 Bangladesh) Milestone 5 (Dec 2017): 0	(44,000 Nepal), 40,000 India, 36,000 Bangladesh)	
No. of women and girls who benefit from pre-decision orientation (1.5-2 hour counselling, 2 and/or 7 day pre-decision programmes)	0	Milestone 1 (Feb 2014): 0 Milestone 2 (Dec 2014): (planned: 6000, Nepal)(actual: 6103 Nepal) Milestone 3 (Dec 2015): (planned: 8500 Nepal, 8500 India, 8000 Bangladesh) Milestone 4 (Dec 2016): (planned: 8500 Nepal, 8500 India, 8000 Bangladesh) Milestone 5 (Dec 2017): (planned: 8000 Nepal, 8000 India, 8000 Bangladesh)	Cumulative Target (2018): 80,000 (31,000 Nepal, 25,000 India; 24,000 Bangladesh)	
No. of women who receive vocational skills training for local or overseas employment out of which at least 75% have a certificate	NEPAL Nepal offers 21 day skilling program for women INDIA No such skilling program currently available in India for overseas migrant workers BANGLADESH Mandatory pre-departure training by Bureau of Manpower Employment and Training (BMET), Govt. of Bangladesh	Milestone 1 (Feb 2014): ToR developed for scoping study on vocational skills training providers and curriculum quality (Nepal) Milestone 2 (Dec 2014): In Nepal the curriculum for 21 day DW training course is under development and in India two contracts in place for local training institutions. (planned and actual - curriculum is almost finalized and will soon go for translation) Milestone 3 (Dec 2015): In India and Nepal curriculum for DW training course is revised; At least one ToT held in each country. (Planned: 1000 India, 2000 Nepal) Milestone 4 (Dec 2016): (planned; 2000 India, 2000 Nepal) Milestone 5 (Dec 2017): (planned; 1500 India, 1500 Nepal)	Cumulative Target (2018): 10,000 with at least 70% showing increased knowledge (4500 India; 5500 Nepal)	
Master trainers, peer educators, social mobilizers / community leaders have an increased understanding on issues related to gender, migration and trafficking.	Not Applicable	Milestone 1 (Feb 2014): 0 Milestone 2 (Dec 2014): Contract signed with GAATW, 1 regional ToT held with community based organizations and at least five district level trainings held (planned and actual to note Bangladesh district level trainings took place in January 2015) Milestone 3 (Dec 2015): GAATW refresher training held and at least 60% of participants with increased knowledge on issues related to gender, migration and trafficking Milestone 4 (Dec 2016): At country level, WiF community based organizations have one meeting a year to discuss common objectives, lessons learned etc. Milestone 5 (Dec 2017): At country level, WiF community based organizations have one meeting a year to discuss common objectives, lessons learned etc.	Cumulative Target (2018): 80% of WiF community workers (peer educators, social mobilizers / community leaders) with increased knowledge on issues related to gender, migration and trafficking.	

Output 2: Recruitment agencies adopt recruitment practices based on international standards and are subject to improved monitoring and enforcement				
Number of recruitment agency representatives that benefit from ILO and partner training on Fair Recruitment	Not Applicable	<p>Milestone 1 (Feb 2014): Contracts signed with Ciett (planned and actual)</p> <p>Milestone 2 (Dec 2014): Contracts signed with IHRB & Verite, Consultations on recruitment baseline held in at least one target country (Planned) (Actual: Contracts signed with IHRB & Verite, informal consultations on baseline with NAFEA in Nepal and BAIRA in Bangladesh but no formal consultation held)</p> <p>Milestone 3 (Dec 2015): Consultations on recruitment baseline held in four target countries. 45 recruitment representatives trained (15, Nepal, 15, India, 15 Lebanon)</p> <p>Milestone 4 (Dec 2016): Ciett adopts revised code of conduct. 100 recruitment representatives trained (15 Jordan; 30 Nepal; 30 India; 25 Lebanon)</p> <p>Milestone 5 (Dec 2017): NAFEA adopts revised code of conduct, 80 recruitment representatives trained (25 Jordan, 20 Nepal, 15 India, 20 Lebanon)</p>	Cumulative Target (2018): At least 225 recruitment representatives trained 65 Nepal, 60 India, 60 Lebanon, 40 Jordan)	Fully on track: all milestones met
Number of specific enforcement measures taken by state authorities to ensure compliance by recruitment agencies in source and destination countries	Not Applicable	<p>Milestone 1 (Feb 2014): Commission a five-country recruitment baseline study, due in May 2014 (planned and actual)</p> <p>Milestone 2 (Dec 2014): At least one consultation held with government officials on how to better regulate recruitment (Actual: Consultation held with WiF target country government officials in October 2014 on how to use labour and criminal law to regulate recruitment)</p> <p>Milestone 3 (Dec 2015): capacity building for governments on how to better regulate recruitment (planned: 20)</p> <p>Milestone 4 (Dec 2016): (planned: 25)</p> <p>Milestone 5 (Dec 2017): (planned: 25)</p>	Cumulative Target (2018): 70	
Output 3: Women migrant workers in domestic work and garment sectors enjoy better collective representation and support services and employers have greater knowledge of workers' rights				
Number of women migrant workers in domestic work and garment sector who are organized	Not Applicable	<p>Milestone 1 (Feb 2014): Sign partnership agreements with SEWA & IDWF (planned and actual)</p> <p>Milestone 2 (Dec 2014): Partnership agreement signed with national trade unions in Nepal and Lebanon, 700 workers organized India (Actual: Service contract signed with GEFONT to meet with destination countries (KAFA and FENASOL) and service contract signed with FENASOL in Lebanon, 4013 workers organized in India)</p> <p>Milestone 3 (Dec 2015): One regional training on how to organize domestic workers held; (Planned: 2100 workers organized (1800 India, 300 Lebanon))</p> <p>Milestone 4 (Dec 2016): (Planned: 2200 workers organized (1800 India, 200 Lebanon, 200 Jordan))</p> <p>Milestone 5 (Dec 2017): (Planned: 2200 workers organized (1800 India, 200 Lebanon, 200 Jordan))</p>	Cumulative Target (2018): 7,200	Fully on track: all milestones met
Number of women workers and/or their employers who access information and/or get improved support through associated services provided by	Not Applicable	<p>Milestone 1 (Feb 2014): Complete mobile phone scoping in Jordan, Lebanon & India (planned and actual)</p> <p>Milestone 2 (Dec 2014): Contract signed with Anti-Slavery International and Migrant Forum Asia. Mobile phone component design agreed and intervention launched (Actual: contracts signed)</p>	Cumulative Target (2018): 16,000 (5500 Lebanon, 4500 Jordan, 6000 India)	

NGOs, Governments and Trade Unions (including new technology component)		with ASI and MFA; Design of mobile phone intervention planned (tips package created, trafficking application designed) but no intervention launched to date) Milestone 3 (Dec 2015): 5500 (2000 Lebanon, 1500 Jordan, 2000 India) Milestone 4 (Dec 2016): 5500 (2000 Lebanon, 1500 Jordan, 2000 India) Milestone 5 (Dec 2017): 5500 (2000 Lebanon, 1500 Jordan, 2000 India)		
Proportion of employers of domestic and garment workers with new knowledge and understanding of migrant workers' rights and fair recruitment practices	To be determined by employers' baseline	Milestone 1 (Feb 2014): Tender employer baseline surveys in Jordan (garment) and Lebanon (domestic) (planned and actual) Milestone 2 (Dec 2014): Tender employer baseline surveys in India (domestic) planning of employer awareness campaign; contracting of partners. (planned and actual) Milestone 3 (Dec 2015): (i) Sensitization campaign for employers of domestic work launched and codes of conduct developed for employers of domestic workers in Lebanon and India (ii) direct capacity building with employers of garment workers and brands on recruitment practices in Jordan Milestone 4 (Dec 2016): 200,000 employers of domestic workers reached through sensitization campaign in India and Lebanon; 50 employers and brands of garment workers attend ILO workshops on fair recruitment practices Milestone 5 (Dec 2017): Codes of conduct sensitization workshops undertaken with at least 20 resident welfare associations in Delhi and Mumbai; Code of conduct distributed to at least 30,000 employers of domestic workers in Lebanon and Jordan.	Cumulative target: At least 60% of employers surveyed show some increase in their understanding of migrant workers' rights and fair recruitment practices (domestic and garment)	
Output 4: Laws and policies are implemented in origin and destination countries that protect rights of migrant workers, especially women				
Number of labour and other law enforcement officers trained under WiF who have increased knowledge on labour and criminal laws relating to trafficking prevention	Not Applicable	Milestone 1 (Feb 2014): Sign partnership agreements with UNODC (planned and actual) Milestone 2 (Dec 2014): (Planned: 300) (Actual: 61 milestone to be met in February 2015 as election delays) Milestone 3 (Dec 2015): 400 Milestone 4 (Dec 2016): 400 Milestone 5 (Dec 2017): 400 Cumulative Target (2018): 1500	About 1500 labour and other law enforcement officers are trained and have the knowledge on women's rights at work, migration, trafficking	The trainings in the states of Jharkhand and Delhi were to have been completed in November and December 2014 respectively. The reasons for the delay were elections both at the state and national level. Delhi training is taking place February 12 th 2015 Fully on track: all milestones met
No. of recommendations, order, and notifications made to improve policies or programmes	Not Applicable	Milestone 1 (Feb 2014): 5-country baseline review of laws and policies underway (planned and actual) Milestone 2 (Dec 2014): Planned: Validation workshops for law and policy baselines held in two target countries. Trade unions and MFA advocate for migrant workers' rights at SAARC (Actual: Validation workshop set for Nepal February 2015, MFA/TU Advocacy and SAARC Summit recognition of labour migration as an important area of cooperation) Milestone 3 (Dec 2015): 2 (South Asia) Milestone 4 (Dec 2016): 4 (2 South Asia, 2 Middle East) Milestone 5 (Dec 2017): 3 (2 South Asia, 1 Middle East)	Cumulative Target (2018): 11	
Output 5: New and better evidence is available on labour trafficking of women & girls within and from South Asia and on effective preventive measures - (Output for the LSHTM under the WiF project)				

<p>New information is generated on labour migration flows from south Asia to Middle East, and on key indicators of forced labour and trafficking related to: - recruitment, living and working conditions of migrant workers and employer attitudes and behaviour</p>	<p>Not Applicable</p>	<p>Milestone 1 (Feb 2014): Pilot border survey in Nepal. Start recruitment survey. Initiate employer survey design & contracting process. (planned and actual) Milestone 2 (Dec 2014): For ILO, recruitment baseline survey completed; Data collection for employers survey in Lebanon, Jordan and India underway. (planned and actual) Milestone 3 (Dec 2015): one qualitative baseline study on recruitment published; Quantitative baseline studies on employers of domestic workers in Jordan, Lebanon and India published; One quantitative baseline study on employers of garment workers in Jordan published. One border survey completed in Nepal. Milestone 4 (Dec 2016): Milestone 5 (Dec 2017):</p>	<p>Cumulative Target (2018): baseline and endline studies on recruitment; baseline and endline studies on employers of domestic workers in Lebanon, Jordan (subject to availability of cost-sharing for endline), and India, Baseline and endline studies on employers of garment workers in Jordan. One border survey completed in Nepal.</p>	
<p>Output 6: Work in Freedom is initiated and managed effectively, in line with DFID, ILO and LSHTM rules and procedures for aid effectiveness and financial management</p>				
<p>Work in Freedom Programme is approved and launched by Ministers; DFID partnerships established with ILO & LSHTM, and effective internal programme management and oversight arrangements are put in place</p>	<p>Not Applicable</p>	<p>Milestone 1 (Feb 2014): Business Case approval, Sign ILO-DFID MoU Recruitment of international CTA and NPCS, Sign DFID-LSHTM Contract Complete due diligence report; Design and agree the Logframe Complete Annual Review (planned and actual except logframe not finalized) Milestone 2 (Dec 2014): Quarterly update meetings with DFID, ILO & LSHTM; DFID monthly partner meetings & regular updates with country offices Joint ILO-DFID-LSHTM October 2014 meeting (planned and actual plus logframe finalized) Milestone 3 (Dec 2015): Annual Review (Feb 15) & logframe revised; Independent Mid-Term Review (Oct 15). Quarterly update meetings with DFID, ILO & LSHTM; DFID monthly partner meetings & regular updates with country offices Milestone 4 (Dec 2016): MTR recommendations implemented & light-touch Annual Review (Feb 16), Ongoing quarterly update meetings with DFID, ILO & LSHTM; DFID monthly partner meetings & regular updates with country offices Milestone 5 (Dec 2017): Annual Review (Feb 17) & logframe revised. Quarterly update meetings with DFID, ILO & LSHTM; DFID monthly partner meetings & regular updates with country offices.</p>	<p>Cumulative Target: Programme is well managed and monitored; effective partnerships and expected results are delivered against agreed schedules and logframes, able to demonstrate value for money</p>	<p>Fully on track: all milestones met</p>
<p>Strategic value of the Work in Freedom programme and approach is recognised by relevant governments and key stakeholders through effective partnerships and evidence-based policy dialogue. Capacity is built for multi-stakeholder integrated and evidence-based programming to improve long-term prevention policies and programmes.</p>	<p>Not Applicable</p>	<p>Milestone 1 (Feb 2014): ILO to secure Government approval in India, Nepal, and Bangladesh. Establish Project Advisory Committees (planned and actual with exception of Bangladesh PAC) Get first wave of ILO & LSHTM sub-contracted partnerships signed Milestone 2 (Dec 2014): Second group of sub-contracted partnerships established by ILO & LSHTM. ILO holds regular partnership meetings with relevant government authorities and key stakeholders to update on progress (planned and actual) Milestone 3 (Dec 2015): ILO holds regular partnership meetings with relevant government authorities and key stakeholders to update on progress. LSHTM regularly shares research insights with international and local partners. Milestone 4 (Dec 2016): ILO holds regular partnership meetings with</p>	<p>No Cumulative Target</p>	

		relevant government authorities and key stakeholders to update on progress. LSHTM regularly shares research insights with international and local partners. Milestone 5 (Dec 2017): ILO holds regular partnership meetings with relevant government authorities and key stakeholders to update on progress. LSHTM regularly shares research insights with international and local partners.		
Governance arrangements and advisory bodies are established and operate to ensure robust oversight of the programme. The quality and impact of the Work in Freedom programme is enhanced by external anti-trafficking and evaluation expertise.	--	Milestone 1 (Feb 2014): Establish WiF Advisory and Impact Evaluation Reference Groups with agreed Terms of Reference. Hold first meetings (planned and actual) Milestone 2 (Dec 2014): One Advisory Group meeting (May); Impact Evaluation Group meeting (Mar & tbd) (planned and actual: two advisory board meeting (May & Dec) Milestone 3 (Dec 2015): Advisory Group meetings (tbd); Impact Evaluation Group meetings (tbd) Milestone 4 (Dec 2016): Advisory Group meetings (tbd); Impact Evaluation Group meetings (tbd) Milestone 5 (Dec 2017): Advisory Group meetings (tbd); Impact Evaluation Group meetings (tbd)	No Cumulative Target	
International and UK communications and influencing strategy is established, including UK key stakeholder engagement and public media initiatives to improve long-term impact and effectiveness of anti-trafficking prevention and labour migration programmes based on robust evidence.	--	Milestone 1 (Feb 2014): Deliver public launch in London with press & social media coverage. Arrange UK stakeholder meetings; (planned and actual) Milestone 2 (Dec 2014): Two UK stakeholder meetings (tbd); (For DFID) Milestone 3 (Dec 2015): Two UK stakeholder meetings (tbd); Media coverage (tbd); media and communications strategy developed by ILO & DFID Milestone 4 (Dec 2016): Two UK stakeholder meetings (tbd); Media coverage (tbd) Milestone 5 (Dec 2017): Two UK stakeholder meetings (tbd); Media coverage (tbd)	April to June 2018: High-level international, regional and UK events to share results and findings of the programme to influence and share lessons	

4. Risks and Assumptions

RISK TRACKING ^c			
Key Assumptions	Risk level		Describe current risk and any mitigation measures (1000 characters maximum)
	Start-of-project	Current	
Output 1: Women migrant workers in source communities are empowered with better awareness, information and skills	Yellow (medium risk)	Yellow (medium risk)	<p>Medium→ Difficulties ensuring same cohort of beneficiaries for all community interventions e.g women and girls at risk of being trafficked into the garment and domestic sectors. Mitigation: <i>Baseline survey data and adequate time for planning (e.g. LSHTM formative study)</i></p> <p>Low→ Beneficiary organisations unable to deliver high quality training</p> <p>Medium→ Mobile phone component: Women unable to use/retain mobile phone and SIM card at destination; Financial Services for remitting mobile money from destination to source countries not available to migrant workers Mitigation: <i>Addressed through pre-departure training ; Detailed scoping will be done and private sector interest & investment sought</i></p>
Recruitment agencies adopt recruitment practices based on international standards and are subject to improved monitoring and enforcement	Yellow (medium risk)	Yellow (medium risk)	<p>Medium→ Employers and agencies unwilling to enforce fair recruitment principles or support monitoring arrangements</p> <p>High→ Governments of India, Bangladesh and Nepal not willing to enforce recruitment fee legislation within timespan of programme</p> <p>Low→ Social partners and stakeholders not able to agree on benchmarks for fair recruitment Mitigation: <i>continued dialogue to reach consensus</i></p>
Women migrant workers in domestic work and garment sectors enjoy better collective representation and support services and employers have greater knowledge of workers' rights	Yellow (medium risk)	Yellow (medium risk)	<p>High→ Political instability in Middle East (Syrian crisis, ISIS threats) hampers progress in workplan</p> <p>Low→ Trade Unions unwilling to cooperate with domestic worker organisations With increased bargaining power for decent working conditions, rights and wages, the focus of traffickers and informal labour recruiters may switch to other areas/populations with less collective representation, in an effort to retain low wage /complicity of workers (win-lose situation). Mitigation: <i>Randomized control survey and impact assessments throughout the programme.</i></p>
Laws and policies are implemented in origin and destination countries that protect rights of migrant workers, especially women	Yellow (medium risk)	Yellow (medium risk)	<p>High → Governments of India unwilling to address forced labour in the garment sector Mitigation - <i>Some interventions do not rely on short-term legal & policy change and evidence base is intended to build political will</i></p> <p>Medium→ Political instability in source and destination countries threatens programme interventions</p>
New and better evidence is available on labour trafficking of women & girls within and from South Asia and on effective preventive measures	Yellow (medium risk)	Yellow (medium risk)	<p>Low→ Accurate baseline to measure impact is not developed Mitigation - <i>Considerable investment in survey data is planned; some baselines started in pilot phase.</i></p> <p>Low→ Mobile phone technology does not allow reliable tracking of control and intervention groups</p>
Work in Freedom is initiated and managed effectively, in line with DFID, ILO and LSHTM rules and procedures for aid effectiveness and financial management	Yellow (medium risk)	Yellow (medium risk)	<p>Medium→ Key stakeholders identified are not able to deliver expected outcomes and impacts Mitigation - <i>Contracts, annual reviews, monitoring and independent mid-term evaluation will enable change of partners if needed</i></p>

^c Based on Risk Register