



## Promoting Safe Migration for the Women of Bangladesh Project

Reference: ICMPD/2019/SRP-277-006

Interim Narrative Report

April 2020

Funded by the European Union



**IMPROVING MIGRATION MANAGEMENT** **IN THE SILK ROUTES**



Implemented by

**ICMPD**

International Centre for  
Migration Policy Development

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**List of Acronyms**

- **BAIRA:** Bangladesh Association of International Recruiting Agencies
- **BILS:** Bangladesh Institute of Labour Studies
- **BMET:** Bureau of Manpower Employment and Training
- **BNSK:** Bangladesh Nari Sramik Kendra
- **BOAF:** Bangladesh Ovibashi Odhikar Forum
- **BOMSA:** Ovhibashi Mohila Sramik Association
- **BRAC:** Building Resources Across Communities
- **CBO:** Community Based Organization
- **CEDAW:** The Convention on the Elimination of all Forms of Discrimination Against Women
- **C&V:** Communication and Visibility
- **DEMO:** District Employment and Manpower Office
- **ICMPD:** International Center for Migration Policy Development
- **IOM:** International Organization for Migration
- **ILO:** International Labour Organization
- **MEAL:** Monitoring Evaluation Accountability and Learning
- **OKUP:** Ovibashi Karmi Unnayan Program
- **RMRRU:** Refugee and Migratory Movements Research Unit
- **SO:** Strategic Objective
- **TTC:** Technical Training Center
- **UDC:** Union Digital Center
- **UP:** Upazila Parishad

## 1. Description

- 1.1. Name of Coordinator of the grant contract: **CARE Austria**
- 1.2. Name and title of the Contact person: **Stella Szonn, Program Officer**
- 1.3. Name of Beneficiary(ies) and affiliated entity(ies) in the Action:  
**CARE Austria, CARE Bangladesh, WARBE DF**
- 1.4. Title of the Action: **Promoting Safe Migration for the Women of Bangladesh**
- 1.5. Contract number: **ICMPD/2019/SRP-277-006**
- 1.6. Start date and end date of the reporting period: **NOV/01/2019-APR/30/2020**
- 1.7. Target country(ies) or region(s): **Bangladesh**
- 1.8. Final beneficiaries &/or target groups<sup>1</sup> (if different) (including numbers of women and men): **Direct beneficiaries: 15,000 women:** aspiring migrant workers, returnee migrant workers (through CBOs) and other women in the communities who benefit from receiving training, information and services on migration. **Indirect beneficiaries: 30,000 people in the project's Upazilas** will indirectly benefit from increased understanding of migration and improved service capacity of respective government institutions.
- 1.9. Country(ies) in which the activities take place (if different from 1.7):

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<sup>1</sup> "Target groups" are the groups/entities who will be directly positively affected by the project at the Project Purpose level, and "final beneficiaries" are those who will benefit from the project in the long term at the level of the society or sector at large.

## 2. Assessment of implementation of Action activities

### 2.1. Executive summary of the Action

During its first six months, the project's focus was on laying the grounds for effective and efficient implementation. CARE and WARBE DF have formalized their partnership for this initiative, finalized recruitment, and the NGO Affairs Bureau of the Government of Bangladesh (GoB) has officially approved the project. In February 2020, CARE hosted an inception meeting in which the project team and senior representatives of ICMPD, CARE and WARBE DF participated to discuss the project's objectives, targets, roles and responsibilities. CARE, ICMPD Bangladesh and WARBE DF met with senior staff of the Bureau of Manpower, Employment and Training (BMET) introducing the project to build relations with the Government officials and to gain their support for the project's implementation. BMET senior staff expressed their positive attitude and willingness to provide necessary support. Union Parishad also agreed to set up migration corners in 10 Union Digital Centers.

In order to set up a solid project management system, a Monitoring Evaluation Accountability and Learning (MEAL) Plan (see Attachment 2), Communication and Visibility Plan (see Attachment 3), Procurement Plan, and Work Plan Monitoring were developed. The project's baseline study was finalized as well (see Attachment 1).

On 11 March 2020, the World Health Organization (WHO) has declared the COVID 19 outbreak to be a pandemic of unprecedented proportions, recommending worldwide social distancing measures in order to fight the spread of the virus. The GoB announced a nationwide lockdown on 26 March 2020, which, as a "general public holiday", has since then been continuously extended. Schools, colleges, and factories have been shut down as have transport, industrial and agricultural facilities. Against this background, field level implementation could not start as planned. However, CARE together with its partner WARBE DF have re-focused attention to all preparatory work that can be conducted remotely without travel involved. These desk-based activities included the drafting of the content of guidelines and modules for courtyard and community meetings, CBO formation and training content for capacity building.

The burn rate of the project by the end of April 2020 was at 10%. The low burn rate results from the delayed government approval of the project, which arrived only on 9 February 2020, closely followed by the COVID 19 restrictions that started from mid-March 2020. Consequently, activity implementation at community level, apart from the baseline study interviews, which could still be completed before the lockdown, could not start as planned and had to be moved to the next reporting period. A COVID 19 contingency work plan was submitted to ICMPD and based on the current situation, the workplan timeline was adapted, as reflected in section 2.4 below. It is expected that the postponed activities can be implemented in the upcoming reporting period and that the burn rate will increase significantly. However, if the COVID 19 lockdown prevents field level activities to be implemented even after July, a budget and workplan revision have to be done, considering the short project duration.

The project's specific objectives and their indicators are outlined below, however, it is still too premature to report against this result level.

Indicator	Target	Level of achievement
<b>Oc 1 Enhanced capacity of targeted Government institutions to develop gender responsive migration policy and procedures and to facilitate safe, orderly and gender sensitive migration for decent job placement of women workers</b>		

Oc 1.1 # of recommendations from advocacy initiatives on ILO Convention/GCM/CEDAW and studies recognized by policy makers	Oc 1.1: At-least 2	Not applicable for this reporting period
Oc 1.2 # of new measures implemented by targeted institutions on safe, orderly and gender sensitive migration and to reduce exploitation of women by middlemen	Oc 1.2: At least 2-3	
<b>Oc 2 Women in rural communities are empowered to make informed choices and decisions about migration and are able to access services</b>		
Oc 2.1 # and type of actions implemented by women champions that aim to reduce vulnerability and increase resilience of women migrant workers.	Oc 2.1: At least 4 actions by each women champion	Not applicable for this reporting period
Oc 2.2 # and % of aspirant women in the target area who received women-specific services by Community Based Organizations and Local Government Institutions for planned and safe migration	Oc 2.2: 50 % of aspirant women	
Oc 2.3 # and % of women trained by women champions, CBOs and Local Institutions who underwent planned, safe and orderly migration	Oc 2.3: At-least 20% trained women	

## 2.2. Results and Activities

### Inception Phase Activities:

- **Partnership:** CARE and WARBE DF have formalized their partnership for the project implementation, which included a revision of the budget to make sure that the respective level of staff and planned activities have the required resources. The governing body members of the organizations have met twice to identify their responsibilities to engage with strategic government institutions.
- **NGO Affairs Bureau Approval:** Prior the project's official start in, all required formalities were translated and submitted to the national NGO Affairs Bureau on 29 October 2019. Usually the process takes 2-3 weeks, however this time the process took longer than expected. After submission CARE received queries from the NGO Affairs Bureau on 13 November, which were addressed. Eventually, CARE received the official approval from the NGO Affairs Bureau only on 9 February 2020. Reasons for this delay are not known. CARE has continuously followed up with the NGO Affairs Bureau and at some point the request was passed from the Ministry of Foreign Affairs to the Ministry of Labor, which may has prolonged the approval process. Without government approval, activities cannot start to be implemented officially on the ground.
- **ICMPD visit to CARE:** The International Center for Migration Policy Development (ICMPD) Bangladesh Team visited the project team and other relevant stakeholders from 4-5 February 2020. On 4 February 2020, the meeting was organized at the CARE Bangladesh Dhaka Office in which the ICMPD Bangladesh Country Coordinator and ICMPD PO attended, with the CARE Bangladesh Acting CD, ACD Program, Director PEARL, Director Women and Girl's Empowerment Program and other relevant staff from CARE Bangladesh, as well as the WARBE DF Chairperson, General Secretary, Director and other relevant staff from WARBE DF. The objectives of this meeting was to introduce all implementing partners with each other personally, to receive an overview of each organization's mandate and

experience, to present the project's geographic reach, target groups, objectives, planned activities, as well as roles and responsibilities to ensure proper communication lines among the organizations for a smooth implementation. ICMPD also shared an overview of their portfolio structure, grant management, and technical assistance. CARE introduced the project's Log Frame, monitoring and visibility aspects. On 5 February 2020, a meeting with senior officials of the Bureau of Manpower, Employment and Training (BMET) was held to inform about the project's objectives and planned activities with the objective to build relations and to ensure their support throughout implementation.

- **Recruitment:** All recruitment of CARE and WARBE DF was completed during this reporting period. The CARE Program Manager joined the team on 18 February 2020. The final candidate, who was offered the CARE Project Officer position, rejected last minute. A new candidate will be recruited, once the COVID 19 related restrictions for field level work ease.
- **Baseline Study:** By the end of the reporting period, the first draft of the base line study was shared for CARE's feedback. As per the jointly agreed methodology and tools in close coordination with CARE, the consultant collected data from the following target respondents: aspirant female migrant workers and returnee migrant workers from the project locations, representatives from government and non government Institutions, including BMET, TTC, DEMO, RMRRU, BOAF, BAIRA, IOM, who are currently working in the field of migration in Bangladesh. The final draft of the base line study is now completed (see Attachment 1) and provides useful information in regards to the current legislation and regulatory frameworks on labour migration in Bangladesh, capacity needs of the government institutions and aspirant women migrants to ensure safe, orderly and planned migration, as well as recommendations that underline the importance of the project's activities, i.e. providing capacity building, raising awareness, strengthening existing services, and developing and distributing information to the communities through CBOs and information champions.
- **MEAL Plan:** CARE has developed a Monitoring, Evaluation, Accountability, Learning (MEAL) Plan and Performance Measurement Framework following CARE International guidance, in close consultation with CARE Austria. The MEAL Plan describes the MEAL purpose and activities for this project, including a M&E Monitoring Matrix and Data Flowchart. CARE also developed a monthly and quarterly reporting format to track narrative progress of the planned activities, identify challenges, recommendation, lessons learned, and to receive feedback. The final version of MEAL Plan is attached to this report (see Attachment 2).
- **Communication and Visibility Plan:** Based on the Communication and Visibility (C&V) Guidelines from ICMPD and the European Union, the C&V plan was finalized in close consultation with CARE Austria. The Plan includes all C&V activities and outlines their respective target audience, messages, products, and communication channels. The Plan also includes a monitoring table with a timeline that is being updated and send with each interim report. The final draft version is attached to this report for ICMPD's feedback and approval (see Attachment 3).
- **Work Plan and Procurement Plan:** The project's work plan and procurement plan were completed jointly with WARBE DF and CARE Austria. The work plan is a living document and will be updated with the project's progress and will also track revisions in the timeline that have to be made to adapt to the COVID 19 context.
- **COVID 19 Contingency Plan:** CARE has shared a COVID 19 contingency plan with ICMPD early April 2020, which outlines the activities affected by the nationwide lockdown, and how these will be modified to ensure the safety and wellbeing of all staff and beneficiaries, meeting the preventative measures as communicated by the GoB and in line with the WHO guidelines. Fortunately, most activities could continue, as they include tasks that can be done from home, or remotely through conference skype/zoom calls, such as guidelines and modules for trainings/meetings, desk research, baseline study, study on comparative scenario of female migrant workers in South Asia region, selection of women information champions. However, activities that require larger physical gatherings

or presence of government representatives and other stakeholders, had to be moved to the next reporting phase, including the induction workshop, courtyard meetings, and trainings. As discussed with ICMPD Austria, the project will catch up on the postponed activities once the restrictions are lifted. Based on the global COVID 19 development and related GoB announcements, the team continues to re-assess the situation to see if the work plan and budget needs further revisions (see updated work plan under section 2.4 below). Any further changes will be communicated to ICMPD.

- **Stakeholder Meeting:** Stakeholder meeting was supposed to be held at the end of March 2020. Due to COVID 19 related restrictions, it had to be postponed and will be held as soon as possible. In this stakeholder meeting representatives of Ministry of Expatriate Welfare and Overseas Employment (MoEWOE), the Bureau of Manpower Employment and Training (BMET), Technical Training Centers (TTC), the District Employment and Manpower Office (DEMO), the Bangladesh Association of International Recruitment Agencies (BAIRA) and the Bangladesh Overseas Employment and Services Limited (BOESL) will participate, as well as representatives from relevant CBOs, NGOs, INGOs, and the media.

**Output 1 - Targeted institutions at district/ sub-district level possess relevant understanding and information to offer improved women friendly pre-departure support and services for migration**

The planned activities under this output aim to support the target institutions responsible for providing support and information to migrants to understand women’s challenges and gender related issues and to develop guidelines for ensuring women friendly services. The expected result is that these institutions enhance the quality of their services and do more efforts to reach out to women, addressing their unmet needs. Activities planned for this reporting period had to be postponed, due to the COVID 19 related restrictions. Some preparatory work could be started to set the stage for implementation as soon as the restrictions are lifted.

Indicator	Target	Level of achievement
1.1 Op 1.1 # of information materials on safe migration and government services disseminated	1000 Pcs	In Progress.  <i>As per revised work plan this activity will be completed by the end of July 2020.</i>
1.2 Op 1.2 # of revised curriculum for domestic workers to be imparted by BMET	At least one revised curriculum	Not yet started.  <i>As per revised work plan this activity will be completed by the end of August 2020.</i>
1.3 Op 1.3 # of TOT conducted for BMET and TTC staff	At least 1-2 ToT	Not yet started.  <i>As per revised work plan this activity will be completed by the end of August 2020.</i>



1.4 Op 1.4 # of recommendations made from advocacy meetings for improving services	At least 1-2 ToT	In progress.  <u>As per revised work plan this activity will be completed by January 2021.</u>
1.5 Op 1.5 # of stakeholders mobilised through advocacy activities.	At least 30 stakeholders mobilized	Not yet started.  <u>As per revised work plan this activity will be completed by November 2020.</u>
1.6 Op 1.6 # of annual dialogues sessions/meetings organized between aspirant migrant women and returnees.	Two annual dialogues sessions/meetings	In progress.  <u>As per revised work plan this activity will be conducted in October/ December 2020</u>

#### **A 1.1: Development of Information Package**

- One flipchart for undertaking courtyard meetings and a booklet with relevant information will be developed and distributed to potential women migrants after the life-skill based pre-decision training and through DEMO (Activity is linked to Output area 3.). During the reporting period, a one-pager including the project's information was drafted in English and Bangla (see Attachment 4).

#### **A 1.2: Review govt. training curriculum for addressing women and gender issues**

- Not applicable for this reporting period.

#### **A 1.3: Conduct TOT for BMET & TTC**

- Not applicable for this reporting period.

#### **A 1.4: Evidence based advocacy meetings at upazila level**

- The purpose of these advocacy meetings is to identify and raise the migration related agenda in the Upazila Parishad monthly meetings, to discuss ways to functionalize the migration corners at Union Digital Centers (UDCs), and to develop action plans to resolve issues faced by women in the community. This group will advocate for reconstituting the mandate of the anti-trafficking committees (union level) to include safe migration. The advocacy meetings aim to help generate support from the upazila administration for the implementation of the project. During the reporting period and COVID 19 lockdown, the project team started to work remotely on collecting evidence of good practices and critical cases, which will be finalized in June 2020. The evidence based advocacy meetings will be conducted once restrictions are lifted, originally it was planned to be conducted in April 2020.

#### **A 1.5: Advocacy meetings with stakeholders at district level**

- The main purpose of the meetings will be to enable dialogue between institutions on addressing complaints from women and to create links with technical centers to improve training quality, reduce fraudulent practices of middlemen and challenges in accessing other services. The meeting is planned to be presided by the District Commissioner and to be attended by representatives from the District Commissioners Office (Probashi Kallayan Desk), the District Employer and Manpower Office, Private sector stakeholders (private technical centres), Travel Agencies, Technical Training Centres (TTCs), Media and Civil Society Organizations, as well as selected returnee and aspirant

female migrants. During the reporting period, the project team started to conduct a desk review for identifying relevant recommendations, which can continue to be carried out remotely. The advocacy meetings at district level will start once the restrictions are lifted.

**A 1.6: Organization of annual dialogue sessions/meetings between migrants and government officials/relevant stakeholders**

- The purpose of this national reflection meetings between the GoB and migrants is to create a space for prospective and returnee female migrants to voice their concerns and talk about the challenges and successes they have experienced. The aim is to sensitize policy makers and to enhance responsiveness of the institutions. The guideline for conducting the annual dialogue sessions was started and will be finalized by the end of August 2020. The guideline will also address the current COVID 19 situation, including recommendations on how to implement the project interventions like meetings, workshops and trainings applying the necessary preventative measures, following the regulations and recommendations of the GoB and WHO.

**Output 2 – Policy makers and civil society are equipped with knowledge on the implementation of international commitments and areas to be addressed through national commitments**

The planned activities under this output aim at creating space for dialogue with national level policy makers to generate policy actions that safeguards women’s rights in the process of migration. Activities include advocating for the implementation of the Global Compact on Migration (GCM) in particular those objectives relevant to women, the ratification of the ILO Convention 189, and providing policy recommendations on safe and planned migration to the CEDAW Committee. A desk study analyzing a comparative scenario of female migrant workers in South Asia, as well as a case study book capturing first-hand narratives of migrant women will be developed to advocate for better institutional responses to safeguard interests of women and reduce their vulnerability to exploitative migration. The knowledge generated will be presented in a roundtable dialogue with key stakeholders and experts to be published in a leading national daily newspaper to generate broad support. During the reporting period, preparatory activities for the desk study started. All activities are planned to be conducted in the upcoming reporting period.

Indicator	Target	Level of achievement
Op 2.1 # of key recommendations placed with CEDAW committee in Bangladesh for reflection in Bangladesh Shadow Report.	At least 3-5 recommendations	Not yet started.  <i>As per revised work plan the related activities will start in September 2020.</i>
Op 2.2 # of dialogues with key civil society actors and policy makers on C189 and GCM.	At least 2-3 dialogues	Not yet started.  <i>As per revised work plan the related activities will start in July 2020.</i>
Op 2.3 # of case story based books published.	One case story book	Not yet started.  <i>As per revised work plan this activity will be completed by the end of November 2020.</i>

Op 2.4 # of desk studies conducted on comparative scenario of female migrant workers in South Asia region.	One desk study	In progress.  <i><u>As per revised work plan this activity will be completed in August 2020.</u></i>
Op 2.5 # of round-table dialogues on key issues from case-story book and study findings.	One round table	Not yet started.  <i><u>As per work plan this activity will be conducted in November 2020.</u></i>

**A 2.1: Advocacy meetings with CEDAW Committee:**

- Not applicable for this reporting period

**A 2.2: Advocacy meetings on ILO convention C189 and GCM:**

- This activity had to be postponed and will start in the upcoming reporting period. The meetings are planned to be conducted in July and October 2020.

**A 2.3: Launch and publishing of case study report of Women Migrant Workers:**

- Not applicable for this reporting period

**A 2.4: Desk Study on comparative scenario of female migrant workers in South Asia region:**

- The purpose of this desk study is to provide a comparative scenario of different situations of women migrant workers in South Asia, opportunities of skill development for aspirant female migrants, wages and protection in respective laws, and services to protect women workers abroad. The research is being conducted based on secondary literature from various sources. Once finalized, the study will be disseminated to government stakeholders to promote good practices from different countries that could be replicated in Bangladesh. During the reporting period CARE has completed the administrative processes for hiring the consulting agency tasked to complete the study in August 2020.

**A 2.5: Round-table dialogue on case-story and study findings with key stakeholders**

- Not applicable for this reporting period

**Output 3 - 3000 prospective women migrants at union level have access to information on safe migration and decent work**

The activities under this output include awareness and capacity building initiatives so that potential and aspirant women migrants have increased awareness of and are well-informed about safe migration processes and their right to decent work and are empowered to take informed decisions. Activities include community and courtyard meetings, the use of women information champions, pre-decision life skills training for aspirant migrant women, as well as video screening sessions. During this reporting period, the content and guidelines for the community and courtyard meetings were drafted, as well as the content of the life-skills training and women information champions training. Women information champions were identified and the final selection of 30 champions was completed.

Indicator	Target	Level of achievement
Op 3.1 # of community meetings conducted at union level for community mobilization	At least 10 community meetings	In progress. <i>As per revised work plan this activity will be completed by the end of September 2020</i>
Op 3.2 # of women champions capacitated on disseminating information on safe migration	30 trained women champions	In progress. <i>As per revised work plan this activity will be completed by the beginning of July 2020</i>
Op 3.3 # of women trained at union level on life skills based pre-decision	600 women	In progress. <i>As per revised work plan this activity will be completed by the end of February 2021.</i>
Op 3.4 # of women reached at court yard meetings at village level on safe migration and decent work	2,400 Women (120 court yard meetings)	In progress. <i>As per revised work plan this activity will be completed by the end of Feb 2021.</i>
Op 3.5 # of women attending video screening sessions in targeted locations	At least 10,000 women	Not yet started. <i>As per revised work plan this activity will be completed by the end of March 2021.</i>

**A 3.1: Organize Community Meetings at Union level for community mobilization:**

- The project will organize a total of 10 community meetings at union level to identify families of migrant workers and aspiring female migrants. The purpose of the meetings is to provide the women and their families with information on the project's objectives and activities to generate their commitment participating in the project and support from the community. During the reporting period, work on preparing the content guideline for these community meetings started. The community meetings will start from July 2020 and continue till September 2020.

**A 3.2: Training of women information champions:**

- The project has selected a total of 30 returned migrant women who will act as information champions in the project's communities. The purpose of the training is to equip these women with practical knowledge on topics like gender, facilitation skills, associated risks and consequences of unsafe migration, and safe migration services. During the reporting period, the final selection of 30 Women Information Champions was completed. The first draft of the training content for the information champions was also completed. The training is planned to be conducted in July 2020.

**A 3.3: Life skills based pre-decision orientation on safe migration, risk & vulnerabilities, women empowerment, rights & legal support, communication etc:**

- CARE will support WARBE DF to develop a module and conduct training for potential 600 women migrants from the working communities. The module topics will include basic information about migration and available services, information about countries of destinations, dignified work and harassment at workplace, economic and social cost-benefit analysis, communication and leadership

skills, and stress management. All the trainings will be participatory in nature so that women can learn and step into exchange in a safe environment, and take informed decisions to plan their future. The purpose of the training is to strengthen the women's confidence for taking informed decisions and to access migration related services from the available institutions. During the reporting period CARE has conducted a one-day meeting (remotely via skype) with WARBE DF to discuss the content of the training module and principles for developing the training methodologies. The module is expected to be finalized in June 2020 and the training is planned to start from August 2020 and continue till February 2021.

**A 3.4: Conduct 120 court yard meetings on safe migration including returnee migrants:**

- The project plans to organize 120 courtyard meetings at the para (community) level in the villages in a way women feel safe and comfortable in participating. These informal meetings will target aspirant and potential women migrants, and members of their families to discuss gains and risks associated with migration and available services for migration and real life positive and negative experiences of migration. The purpose of these gatherings is to contribute to an informed planning for safe migration through developing a realistic understanding of the process. These women will also be encouraged to join the life skill-based pre-decision training where they will receive further intensive capacity building support. During the reporting period, CARE has completed the guidelines for the courtyard meetings, which are planned to start from July 2020.

**A 3.5: Develop video documentation and conduct screening sessions:**

- Not applicable for this reporting period

**Output 4 - CBOs and Union Digital Centers have improved capacity to facilitate services to aspirant women migrants at national/district/sub-district level**

The activities under this output aim to mitigate the gap of access to information and other services by establishing referral procedures at the union and upazila level, and women's network through CBOs which will increase demand for institutional services. The purpose is to create institutional responsiveness for extending women's friendly migration services. During the reporting period, consultations were held with the UDCs on how and when the establishment can take place. Due to the COVID 19 related restrictions the establishment of the information corners was moved to July. The CBO formation guidelines for the establishment of two CBOs in the project's upazilas, and the CBO training content on migration, gender, women's rights and workers' rights issues was started to be drafted as well.

Indicator	Target	Level of achievement
Op 4.1 # of safe migration corners established at Union Digital Centers/Union Parishad	10 safe migration corners	In progress. <i>As per revised work plan this activity will be started in July 2021.</i>
Op 4.2 # of UDC entrepreneurs trained	At least 30 UDC entrepreneurs	Not yet started. <i>As per revised work plan this activity will be completed by August 2020.</i>

Op 4.3. # of CBOs formed and functionalized	At least 2 CBOs	In progress. <i>As per revised work plan this activity will be completed by July 2020.</i>
Op 4.4 # of CBO members trained on migration and gender	At least 26 CBO members	In progress. <i>As per revised work plan this activity will be completed by the end of October 2020.</i>
Op 4.5 # and types of actions taken by CBOs to facilitate safe migration for women	At least 2-3 actions	In progress. <i>As per revised work plan this activity will be completed by the end of November 2020.</i>
Op 4.6 # and types of referral services to aspirant women facilitated by CBOs and UDCs	At least 2-3 referral linkages from each CBO and UDC	Not yet started.

**A 4.1: Establishing Migration Corners at UDCs (Union Digital Centers):**

- The project plans to establish one migration information corner in each of the 10 Union Digital Centers (UDCs) that will be supported by one volunteer entrepreneur from the UDC and three women information champions. These corners will provide information on safe migration, facilitate Bureau of Manpower Employment and Training (BMET) registration process through UDC entrepreneurs, conduct referrals for accessing services, conduct family/women counselling and lodge online complaints. During the reporting period, CARE has conducted consultations via phone with the UDCs and it was agreed to set up the migration corners once the COVID 19 related restrictions are lifted, and the timeline was changed to July.

**A 4.2 Capacity building of Union Digital Center entrepreneurs:**

- Not applicable for this reporting period

**A 4.3: Forming and functionalizing CBOs of migrants at Upazila level:**

- The project will establish two CBOs, one in each project working Upazilas. Those CBOs will be formed with returnee migrants and their family members. Once the mandate is agreed and formation officially finalized, they will undertake initiatives to become self-sustained organizations. The project will facilitate processes to capacitate the CBOs in managing and coordinating their activities. During the reporting period, CARE has completed the first draft of the CBO formation guideline, which is currently under review for its finalization.

**A 4.4: Training on Migration and Gender for CBOs' members/leaders:**

- The project will organize a specialized training for the members of the CBOs on women migration, gender, women's rights and workers' rights issues. The training will be followed up by the development of advocacy plans and networking support so that they can become vibrant and effective leaders to raise their voice at different levels. During the reporting period, CARE started preparing the training content/guideline as planned.

**A 4.5: UDC training for UP Secretary and UDC entrepreneurs on safe migration:**

- Not applicable for this reporting period

**A 4.6: Establishing referral linkages for migration related services, info and support at BMET, DEMO, TTC, UDC & others:**

- Not applicable for this reporting period

**2.3. Revised Log Frame**

While preparing the project’s MEAL Plan and Performance Measurement Framework, it was found that the indicator 4.5 as reflected in the proposal: “# and types of actions taken by CBOs to facilitate safe migration for women” needed to be revised as it was not well aligned with the respective activity. The indicator is now being replaced with the following: “# and types of actions by UP Secretary and UDC entrepreneurs to facilitate safe migration for women”, as highlighted in yellow below. The project’s Log Frame including current values will be reported with the next interim report, as it is still too premature at this point to report against the set targets.

	Intervention logic	Indicators	Baseline (incl. reference year)	Current value. Reference date	Targets (incl. reference year)	Sources and means of verification	Assumptions
<b>Output 4</b>	Output 4:  CBOs and Union Digital Centers have improved capacity to facilitate services to aspirant women migrants at national/district/sub-district level	Op 4.1 # of safe migration corners established at Union Digital Centers/Union Parishad  Op 4.2 # of UDC entrepreneurs trained  Op 4.3. # of CBOs formed and functionalized  Op 4.4 # of CBO members trained on migration and gender  <b>Op 4.5 # and types of actions by UP Secretary and UDC entrepreneurs to facilitate safe migration for women</b>  Op 4.6 # and types of referral services to aspirant women facilitated by CBOs and UDCs	0  0  0  0  0  0		Op 4.1: 10 safe migration corners  Op 4.2 At least 30 UDC entrepreneurs  Op 4.3. At least 2 CBOs  Op 4.4: At least 26 CBO members  <b>Op 4.5: At least 2-3 actions</b>  Op 4.6: At least 2-3 referral linkages from each CBO and UDC	Project Monitoring Report	CBOs and UDCs are committed to facilitate services on planned and safe migration for women



2.4. Updated Action Plan<sup>2</sup>

Year 2020

		Half Year 1 (November 2019 – April 2020)						Half Year 2 (May 2020 - October 2020)						
Number	Activity	Month 1	2	3	4	5	6	7	8	9	10	11	12	Implementing body
<b>Activity 0.1</b>	<b>Project Induction Workshop</b>													
	Individual meeting with RMMRU, BOAF, BASTOB													CARE Bangladesh & WARBE DF
	Introduction of the project with selected key national stakeholders													CARE Bangladesh & WARBE DF
	<b>Output 1: Targeted institutions at district/sub-district level possess relevant understanding and information to offer improved women friendly pre-departure support and services for migration</b>													
<b>Activity 1.1</b>	<b>Development of Information Package</b>													
	Review contents of existing materials (flip chart and book let)													CARE Bangladesh
	Design and publish flip chart and booklet													CARE Bangladesh
<b>Activity 1.2</b>	<b>Review govt. training curriculum for addressing women and gender issues</b>													
	Consultation with stakeholders (ILO, IOM, BRAC, OKUP, BOMSA, BNSK)													CARE Bangladesh
	Consultation with BMET, DEMO and TTC													CARE Bangladesh
	Recommendation of content and tools with BMET and TTC													CARE Bangladesh
	Follow up meeting for inclusion													CARE Bangladesh

<sup>2</sup> This plan will cover the financial period between the interim report and the next report.

Number	Activity	Half Year 1 (November 2019 – April 2020)						Half Year 2 (May 2020 - October 2020)						Implementing body
		Month 1	2	3	4	5	6	7	8	9	10	11	12	
<b>Activity 1.3</b>	<b>Conduct ToT for BMET and TTC</b>													
	Identify participants													CARE Bangladesh
	Conduct ToT													CARE Bangladesh
	Follow up meetings with ToT Participants													CARE Bangladesh
<b>Activity 1.4</b>	<b>Evidence based advocacy meetings at upazila level</b>													
	Collect evidence of good practices and critical cases													Center-in-Charge & Champions of WARBE DF
	Organize evidence based advocacy meetings													Center-in-Charge & Champions of WARBE DF
	Follow up on recommendation/action plan with key stakeholders													Project Officer & Center-in-Charge of WARBE DF
<b>Activity 1.5</b>	<b>Advocacy meetings with stakeholders at district level</b>													
	Identify relevant recommendations from upzila level advocacy meeting and feedback on quality of training from local level stakeholders (UDC, Information Champions, CBOs, UP )													PO of WARBE DF
	Conduct advocacy meeting on recommendations and agree on action plan													PC & PO of WARBE DF
	Follow up on recommendation/action plan with key stakeholders													PC & PO of WARBE DF
<b>Activity 1.6</b>	<b>Organization of annual dialogue sessions/meetings between migrants and government officials/relevant stakeholders</b>													
	Develop a guideline for annual dialogue													CARE Bangladesh and WARBE DF

		Half Year 1 (November 2019 – April 2020)						Half Year 2 (May 2020 - October 2020)						
Number	Activity	Month											Implementing body	
		1	2	3	4	5	6	7	8	9	10	11		12
	Identify migrant workers from project location and other organization													Center-in-Charge & Champions of WARBE DF
	Conduct dialogue and follow up													Center-in-Charge & Champions of WARBE DF
<b>Output 2: Policy makers and civil society are equipped with knowledge on the implementation of international commitments and areas to be addressed through national commitments</b>														
<b>Activity 2.1</b>	<b>Advocacy meetings with CEDAW Committee</b>													
	Develop a brief on women and migration in light of CEDAW													CARE Bangladesh
	Consultation on brief with CEDAW Committee members													CARE Bangladesh
	Participating in preparing CEDAW Committee shadow reporting													CARE Bangladesh
<b>Activity 2.2</b>	<b>Advocacy meetings on ILO convention C189 and GCM</b>													
	Identify gaps in addressing C 189 and GCM in national migration policy, act, rules and administrative procedures related to migration													CARE Bangladesh
	Meeting on findings with allies on recommendations													CARE Bangladesh
	Follow up meetings on recommendations													CARE Bangladesh
<b>Activity 2.3</b>	<b>Launch and publishing of case study report of Women Migrant Workers</b>													
	Develop methodology for case study report													CARE Bangladesh
	Conduct study to prepare case study report													CARE Bangladesh

		Half Year 1 (November 2019 – April 2020)						Half Year 2 (May 2020 - October 2020)						
Number	Activity	Month 1	2	3	4	5	6	7	8	9	10	11	12	Implementing body
<b>Activity 2.4</b>	<b>Desk Study on comparative scenario of female migrant workers in South Asia region</b>													
	Develop ToR to conduct a desk study													CARE Bangladesh
	Agree on methodology													CARE Bangladesh
	Conduct desk study													CARE Bangladesh
	Disseminate study findings													CARE Bangladesh
	Finalize the desk study report													CARE Bangladesh
	Disseminate the study report to south Asia regional actors													CARE Bangladesh
	<b>Output 3: 3000 prospective women migrants at union level have access to information on safe migration and decent work</b>													
<b>Activity 3.1</b>	<b>Organize Community Meetings at Union level for community mobilization</b>													
	Develop a guideline for conducting meeting													PC & PO of WARBE DF
	Organize Community Meetings													Center-in-Charge & Champions of WARBE DF
<b>Activity 3.2</b>	<b>Training of women information Champions</b>													
	Select women information champions through community meeting and group consultation													Center-in-Charge & Champions of WARBE DF
	Develop training content for women information champions													WARBE DF
	Conduct training and follow up													PC & PO of WARBE DF
<b>Activity 3.3</b>	<b>Life skills based pre-decision orientation on safe migration, risk &amp; vulnerabilities, women empowerment, rights &amp; legal support, communication etc.</b>													

		Half Year 1 (November 2019 – April 2020)						Half Year 2 (May 2020 - October 2020)						
Number	Activity	Month 1	2	3	4	5	6	7	8	9	10	11	12	Implementing body
	One day meeting with CARE and WARBE to finalize the content of training and principles for developing training methodologies													CARE Bangladesh and WARBE DF
	Develop module for life skill training													CARE Bangladesh and WARBE DF
	Finalize module													CARE Bangladesh and WARBE DF
	Orientation of module for trainers													CARE Bangladesh and WARBE DF
	Conduct training and follow up													CARE Bangladesh and WARBE DF
<b>Activity 3.4</b>	<b>Conduct 120 court yard meetings on safe migration including returnee migrants</b>													
	Prepare a guideline for court yard meetings													CARE Bangladesh and WARBE DF
	Half day orientation on conducting court yard meeting with women information champions and center in charge													WARBE DF
	Hold regular court yard meeting													Champions & Center-in-charge
<b>Activity 3.5</b>	<b>Develop video documentation and conduct screening sessions</b>													
	Identify topics for video documentations													CARE Bangladesh
	Conduct video documentation													CARE Bangladesh
	Hold video screening sessions													CARE Bangladesh
	<b>Output 4: CBOs and Union Digital Centers have improved capacity to facilitate services to aspirant women migrants at national/ district/ sub-district level</b>													
<b>Activity 4.1</b>	<b>Establishing Migration Corners at UDCs (Union Digital Centers)</b>													
	Consultation with UDC Members													PC, PO & Center Incharge of WARBE DF

		Half Year 1 (November 2019 – April 2020)						Half Year 2 (May 2020 - October 2020)						
Number	Activity	Month 1	2	3	4	5	6	7	8	9	10	11	12	Implementing body
	Set up of migration corners													PO, Champions & Center Incharge of WARBE DF
	Disseminate information of migration corners													UDC Enterprenuer, Champions & Center Incharge of WARBE DF
<b>Activity 4.2</b>	<b>Capacity building of Union Digital Center entrepreneurs</b>													
	Develop a training curriculum for UDC entrepreneurs													WARBE DF
	Conduct training													WARBE DF
	Follow up with UDC entrepreneurs													WARBE DF
<b>Activity 4.3</b>	<b>Forming and functionalizing of CBOs of migrants at Upazila level</b>													
	Prepare guideline for new CBOs and hold consultation for existing CBOs													WARBE DF
	Develop capacity building plan for CBOs													WARBE DF
	Organize training for CBOs													WARBE DF
<b>Activity 4.4</b>	<b>Training on Migration and Gender for CBOs' members/leaders</b>													
	Prepare Guideline													WARBE DF
	Organize training for CBOs													WARBE DF
	Follow up													WARBE DF
<b>Activity 4.5</b>	<b>UDC training for UP Secretary and UDC entrepreneurs on safe migration</b>													
	Prepare Guideline													WARBE DF
	Organize training													WARBE DF
	Follow up													WARBE DF

		Half Year 1 (November 2019 – April 2020)						Half Year 2 (May 2020 - October 2020)						
Number	Activity	Month 1	2	3	4	5	6	7	8	9	10	11	12	Implementing body
Activity 4.6	Establishing Referral Linkage for Migration related Service, information and support at BMET, DEMO, TTC, UDC and Others													
	UDC and CBO Members provide referral linkages for migration related services													UDC Entrepreneur, Champions & Center-in-charge

### 3. Beneficiaries/affiliated entities and other Cooperation

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#### 3.1. How do you assess the relationship between the Beneficiaries/affiliated entities of this grant contract (i.e. those having signed the mandate for the Coordinator)? Please provide specific information for each Beneficiary/affiliated entity.

- This action is being implemented by CARE as lead implementing agency (CARE Austria as legal representative/coordinator and CARE Bangladesh as Affiliate) with WARBE DF (Welfare Association for the rights of Bangladeshi Emigrants Development Foundation) as implementing partner/co-applicant. A partnership agreement was being signed and the relationship is close and effective. WARBE DF's primary role is to conduct all activities at community level, conducting monitoring visits, establish the migration corners at the UDCs, conduct community level and courtyard meetings, organize advocacy activities at district and upazila levels, and conduct training of women champions, aspirant women migrants and CBOs. CARE keeps general oversight and carries contractual and financial responsibility, ensures proper implementation of the project on the ground through closely coordinating with WARBE DF on a daily basis, is responsible for national/government level communication, provides technical assistance to WARBE DF in the development of guidelines and curriculums, prepares project reports and other communication materials, and conducts procurements and quality checks.

#### 3.2. How would you assess the relationship between your organisation and State authorities in the Action countries? How has this relationship affected the Action?

- CARE maintains a good relationship with the relevant national and local level government institutions. CARE along with ICMPD Bangladesh and WARBE DF conducted a meeting with senior staff of the Bureau of Manpower Employment and Training (BMET) to share the project background, reasons for choosing the target areas, objectives, goals and activities to ensure their support and engagement. During the meeting senior staff from BMET expressed their positive attitude and willingness to provide the necessary support to CARE for the project's implementation. The Union Parishad have also agreed in establishing the migration corners in 10 Union Digital Centers. During the baseline assessment, the project conducted in-depth interviews with representatives from BMET, the Technical Training Center (TTC), and the District Employment and Manpower Office (DEMO) to receive their input on the present situation of safe migration for Bangladeshi women. CARE will conduct regular advocacy meetings with national and local level government officials to keep them informed about the project activities and results and to strengthen their engagement at policy level. In collaboration with BMET, the project will conduct a ToT for TTC trainer to improve their knowledge on the subject matter and facilitation skills. The project will conduct evidence based advocacy meetings at Upazila level where participants from the two sub-districts and Union Parishads, relevant stakeholders at District level (DEMO, Upazila Nirbahi Officer) and local government representatives will participate. The project will also organize a meeting at the District level, which will be presided by the District Commissioner. Representatives from the District Commissioners Office (Probashi Kallayan Desk), the District Employer and Manpower Office, Private sector stakeholders (private technical centers), Travel Agencies, TTCs, Media and CSOs will participate. The main objective of the meetings will be to enable dialogue between institutions on addressing complaints from women and to create links with technical centers to improve training



quality, reduce fraudulent practices of middlemen and challenges in accessing other services. CARE further advocates for the ratification of the ILO Convention 189, which would enable the Government of Bangladesh to more effectively negotiate with countries of destination.

**3.3. Where applicable, describe your relationship with any other organisations involved in implementing the Action:**

- CARE will consult with other actors who are currently working on safe migration issues for the women in Bangladesh to build partnerships and momentum. CARE will conduct advocacy meetings with UN Women, Member NGOs of the CEDAW Committee, Ministry of Women and Child Affairs, and the Ministry of Expatriates' Welfare and Overseas Employment to highlight the challenges of women migrant workers and to feed into recommendations of shadow reports. CARE will also conduct advocacy meetings including the International Labour Organization (ILO), International Organization for Migration (IOM), Bangladesh Institute of Labour Studies (BILS), NGOs working in this area as well as Trade Unions to support advocacy efforts for the ratification of the ILO Convention 189.

**3.4. Where applicable, outline any links and synergies you have developed with other actions.**

N/A

**3.5. If your organisation has received previous ICMPD and/or EU grants in view of strengthening the same target group, in how far has this Action been able to build upon/complement the previous one(s)? (List all previous relevant ICMPD and/or EU grants).**

N/A

**4. Visibility**

- A Communication & Visibility Plan for this project is attached for ICMPD's feedback and approval (see Attachment 3), which includes all activities important for visibility, as well as a monitoring matrix, which will be updated and send with each interim report.
- The standard logos/emblems of the EU, ICMPD, Silk Routes Facility, WARBE DF and CARE are always being used on every written/visual product as per EU and ICMPD Communication & Visibility (C&V) Guidelines, as well as disclaimer as required. These include Baseline report, MEAL plan, C&V plan, modules, guidelines, presentations (internal and external) and reporting templates.
- To describe the project aims, an introductory communication brief (Bangla and English) was drafted and finalized. The final version in English is attached to the report (see Attachment 4).
- Photos of the action and beneficiaries reached will be taken once COVID 19 restrictions are lifted and community level activities can start to be implemented. Photos which have consent for publication will be shared with ICMPD.

Name of the contact person for the Action: Stella Szonn

Signature:



Location: Vienna, Austria

Date report due: 30 June 2020

Date report sent: 29 June 2020

*This document has been produced with the financial assistance of the European Union and ICMPD. The contents of this document are the sole responsibility of CARE and can under no circumstances be regarded as reflecting the position of the European Union and the one of ICMPD.*