



Promoting Safe Migration for the Women of Bangladesh Project

Reference: ICMPD/2019/SRP-277-006

Final Narrative Report

November 2021



Photo Credit: Nayan Kar/CARE - Community meeting, Nawabganj, 05.11.20

Funded by the European Union



IMPROVING MIGRATION MANAGEMENT IN THE SILK ROUTES

Implemented by



Table of contents

List of Attachments	Fehler! Textmarke nicht definiert.
List of Acronyms	3
1. Description	5
2. Assessment of implementation of Action activities	6
2.1. Executive summary of the Action	6
2.2. Results and Activities	9
2.3. Follow-up Activities after project end	31
2.4. Mainstreaming of cross-cutting issues	32
2.5. Monitoring and Evaluation	33
2.6. Learning Outcomes	34
2.7. List of Materials / Publications	34
2.8. All Contracts awarded since the last Interim Report	35
3. Beneficiaries/affiliated entities and other Cooperation	35
4. Visibility	38
5. Location of records, accounting and supporting documents	39

List of Attachments

- Attachment 1: Final Evaluation Report
- Attachment 2: Concept Note for future collaboration CARE & ICMPD

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
- **BOESEL:** Bangladesh Overseas Employment and Services Limited
- **BRAC:** Building Resources Across Communities
- **CBO:** Community Based Organization
- **CEDAW:** The Convention on the Elimination of all Forms of Discrimination Against Women
- **CIC-BD:** The Citizens' Initiatives on CEDAW, Bangladesh
- **C&V:** Communication and Visibility
- **DEMO:** District Employment and Manpower Office
- **DF:** Development Foundation
- **GoB:** Government of Bangladesh
- **GCM:** Global Compact for Migration
- **GBV:** Gender Based Violence
- **ICMPD:** International Center for Migration Policy Development
- **IOM:** International Organization for Migration
- **ILO:** International Labour Organization
- **MEAL:** Monitoring Evaluation Accountability and Learning
- **MP:** Member of Parliament
- **MD:** Managing Director
- **NDWWU:** National Domestic Women Workers Union
- **OKUP:** Ovibashi Karmi Unnayan Program

- **PKB:** Probashi Kallyan Bank
- **RMRRU:** Refugee and Migratory Movements Research Unit
- **SO:** Strategic Objective
- **TTC:** Technical Training Center
- **UDC:** Union Digital Center
- **UP:** Upazila Parishad
- **UNO:** Upazila Nirbahi Officer

1. Description

- 1.1. Name of Coordinator of the grant contract: **CARE Austria**
- 1.2. Name and title of the Contact Person: **Elisabeth Schreiber, Deputy Head of Program**
- 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 Action: 01 November 2019 – 30 September 2021
- 1.7. Target country (ies) or region(s): **Bangladesh**
- 1.8. Final beneficiaries &/or target groups¹ (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):

¹ "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

CARE Bangladesh implemented the "Promoting Safe Migration for the Women of Bangladesh" project from November 1, 2019 to September 30, 2021, in two Upazilas (Keraniganj and Nawabganj) in Dhaka Bangladesh in partnership with WARBE Development Foundation (DF). The project was funded through the Silk Routes Facility- a component of a larger project titled "Improving Migration Management in the Silk Routes Countries", funded by the European Union and implemented by ICMPD. CARE and WARBE DF have formalized their partnership for this initiative and the NGO Affairs Bureau of the Government of Bangladesh (GoB) has officially approved the project in February 2020.

The project laid a strong foundation for management by developing a detailed workplan, M&E Plan and Communication and Visibility Plan. This was further complemented by taking on an adaptive management approach to respond to the needs of the changing context, conducting a baseline study to understand the context at micro and macro-levels and embedding gender dimensions on designing training methodologies and curriculum

In March 2020 the first case of Covid-19 was identified in Bangladesh, which led to several lockdowns during the life time of the project affecting mobility of staff and community participants and a series of other measures for protection against Covid-19. The project has adopted several 'coping mechanisms' to deliver the desired outcome at the wake of the pandemic. CARE and WARBE DF together developed a contingency plan and implemented the project activities in responding to the pandemic. This included conducting desk work in advance when mobility was restricted, realigning operational modalities to ensure participation of stakeholders, and reinforcing messaging through various means to reach the targeted population.

The aim of the project was to promote safe and planned migration, particularly for women, to reduce their vulnerability and exploitation throughout the migration cycle. There are two specific goals of this project: (i) to enhance the capacity of targeted government institutions to develop gender responsive migration policies and procedures and to facilitate safe, orderly, and gender-sensitive migration for decent job placement of women workers. (ii) to empower women in rural communities so that they can make informed choices and decisions about migration and be able to access services related to safe migration. The project trained 3000 women in life skills and court yard meetings and facilitated their access to information on safe migration; mobilized more than 600 stakeholders amongst civil-society and policy makers to draw their attention on issues related to safe migration for women and influence policy understandings and practices through their participation in advocacy meetings and dialogues. In total, the project organized 30 trainings and 16 dialogues.

The project also provided knowledge about gender equality, savings and investment, personal safety and security, sexual harassment, abuses, and exploitation, and knowledge on migration (information on countries of destination, cost-benefit analysis, and economic and social costs) through life skills based pre-decision training. In the end-line evaluation of the project, it was found that among the aspirant women in the project areas, access to safe migration services has increased by 85%. 74% of

the respondents of the survey stated that they were able to acquire applicable knowledge, 92% of the training receivers found it very useful, around 83% of aspirant women migrants in the project area have knowledge about women and migrants' rights; around 18% have received services from the UDC corners. The findings prove the efficacy of the content and the project's success in reaching out to women with services close to where they live amidst challenges posed by the pandemic. Women were found to be more informed about migration than they were during the baseline survey and, thereby, more empowered to make their own decisions on safe migration. Local leaders and service providers were informed about migration, which made them more committed to the issue of women migration. The project contributed to changing the mindset of the community regarding the negative impact of female migration. The project also benefitted the returnee migrants. The problems related to intermediaries were addressed to a large extent by the project activities, as the project provided access to alternative sources of information through forming two Community-based Organizations (CBOs), enhanced the capacity of Union Digital Centers (UDCs), established 10 migration corners and empowered Women Champions to promote safe migration. A total of 816 men and women received services from UDC migration corners to apply for a passport, open a bank account, apply for a visa, and obtain police verification free of cost. Moreover, 48 prospective women migrants received referral services from project offices at 2 Upazillas from project staff and Women Information Champions.

The project enhanced the human resource development capacity of the Bureau of Manpower Employment and Training (BMET) by identifying gaps on addressing gender and developing a curriculum that will be used by TTC for overseas migration of women who migrate as domestic workers. Several changes have been recommended to address physical, sexual and psychological abuse, health and hygiene and to boost confidence of the workers. The project developed an information package, organized 8 advocacy meetings at the Upazila level, 2 advocacy meetings with stakeholders at the district level, and 2 annual dialogue sessions/meetings between migrants and government officials/relevant stakeholders. The information packages produced and distributed at the local level helped to develop the knowledge level of the local level administrators and public representatives on safe migration. As a result of these activities the local level stakeholders have now been activated to use the knowledge gained from the project on safe migration in communications, briefings and meetings with women and other stakeholders. The lowest tier of local administration in the targeted locations have decided to include migration as an agenda of their meetings.

The project initiated dialogues with policy-makers and civil-society organisations on the implementation status of international conventions like ILO Convention C189, Global Compact for Migration (GCM) and CEDAW and generated commitments for actions to translate safe migration related commitment into actions. This included receiving commitments and consensus of Parliamentarians on importance of ratification of the convention for Bangladesh, urgency of ensuring one stop services in close proximity of women, and strengthening accountability mechanisms to ensure safe migration for women. These discussions were published in renowned dailies to draw attention of a broader audience who can also play a constructive role in advocating for these measures. The government expressed their interest in having a dedicated institutional structure at upazila level to ensure an accessible and adequate infrastructure for female migrants. To develop a broad picture of good practices within the South Asia region a Desk Study on comparative scenarios of female migrant workers in South Asia region was conducted which highlighted good practices at pre-migration stage, at the destination, at post migration and reintegration stages, and regarding the overall gender intensive migration process. The Desk Study also gives some policy recommendations

which can be used in future advocacy work of various stakeholders. The project published the case studies and reports on women migrant workers which included an analysis of the history of the victims' positive and negative stories consisting of selected 10 case stories. The project organized advocacy meetings with the CEDAW committee, particularly the sub-working group (Citizens' Initiatives on CEDAW, Bangladesh) to appraise them of the current situation of women workers, and collected policy recommendations on safe and planned migration to support shadow reporting. Major strategic recommendations were: negotiation with the destination countries through the embassies on challenges faced by the women migrants, specifically women's physical and mental harassment; increase of human resources as well as the service system in the destination countries; follow up with the Foreign Ministry regarding the challenges faced by women migrants in the destination countries; increased and appropriate services and facilities on the reintegration of returnee migrants both from state and non-state levels; introduction of overall increased monitoring mechanism on recruiting agencies from the State level, which should be gender-responsive. The Citizens' Initiatives on CEDAW, Bangladesh (CIC-BD) are committed to advocating for safe migration of women and taking up this subject in the CEDAW Shadow report as well as including it in their development agendas.

The project's specific objectives and their indicators are outlined below:

Indicator	Target	Level of achievement
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		
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	20 recommendations from different stakeholders to facilitate the ratification and implementation of ILO 189 in Bangladesh, and to integrate the migration issues in the CEDAW shadow report. The ednline report also mentioned that the members of the Parliamentary Caucus committee have expressed their commitment to follow up with the recommendations Moreover, the GoB expressed interest to have a dedicated institutional structure at Upazila level to implement the rights of female migration.
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	Targeted institutions took 10 initiatives/measures
Oc 2 Women in rural communities are empowered to make informed choices and decisions about migration and are able to access services.		

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	140 actions have been implemented by 30 women information champions (1. Case collection, 2. Community meetings, 3. Courtyard meetings 4. Facilitating life skills training, 5. Referral services)
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	30% - 862 women in total, of which 814 women received migration related services and 48 women received referral linkage. (Due to the COVID-19 pandemic and related mobility restrictions, the number of services received by the aspirant women was a bit lower than expected.)
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	15% (Note: Out migration was stopped/halted due to COVID-19 situation mostly during the project life time.)

2.2 Results and Activities

Women in Bangladesh generally lack access to information, negotiation capacity, confidence and marketable skills, all of which are prerequisites for accessing decent jobs and safe migration. Within a short period of time, the project has been able to identify critical areas that policy makers and civil society need to address to facilitate safe migration for women, and generated recommendations and commitments in alignment with international commitments. The project has implemented several approaches in ensuring women at grassroot benefit from services, life skills and information, which will contribute to empowering women to make decisions and choices related to migration if need be, which in turn will reduce women's vulnerability to risks and exploitation in the targeted locations over a longer period of time.

Outcome 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

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

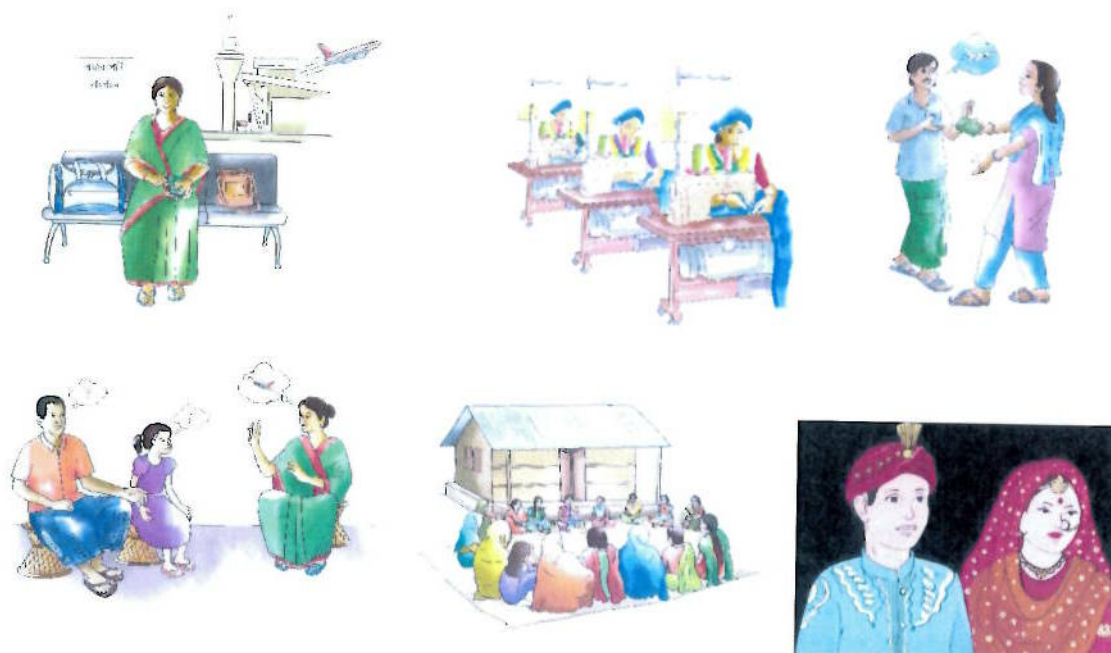
Through the advocacy activities the project mobilised local stakeholders and sensitised them on issues of safe migration by presenting evidence of the local context. This resulted in greater understanding and willingness to address these issues. It also contributed to making services more accessible. Local

authorities, CSOs and government officials exchanged views and understood each others challenges and consensus was developed on addressing these challenges. Advocacy efforts of the project also resulted in higher level commitments. For instance, the Bangladesh Parliamentarians' Caucus on Migration and Development organized a consultation with BAIRA on reducing exploitation indicating that they took ownership of the platforms. The local government representatives understood the importance of the issue of safe migration and undertook initiatives to address the issue as part of the their meeting agenda, which will contribute in institutionalizing discussion on safe migration as part of their core business.

Indicator	Target	Level of achievement
1.1 Op 1.1 # of information materials on safe migration and government services disseminated	1,000 Pcs	Completed (1,000 copies of booklet/pocketbook, 50 copies of flipchart, and 1,000 copies of project one-pager both in Bangla and English were produced and distributed/used for/during different activities).
1.2 Op 1.2 # of revised curriculum for domestic workers to be imparted by BMET	At least one revised curriculum	Completed.
1.3 Op 1.3 # of TOT conducted for BMET and TTC staff	At least 1-2 ToT	Not completed (The ToT was supposed to be held in September 2021, but at the last moment, BMET informed the project team that they would not be able to provide the participants for ToT.
1.4 Op 1.4 # of recommendations made from advocacy meetings for improving services	At least 2-3 recommendations	Completed (several recommendations were made from advocacy meetings for improving services as well as some initiatives have been taken (see details in activities section)
1.5 Op 1.5 # of stakeholders mobilised through advocacy activities.	At least 30 stakeholders mobilized	Completed (In total, more than 30 stakeholders were mobilized through advocacy activities/meetings/dialogues)
1.6 Op 1.6 # of annual dialogues sessions/meetings organized between aspirant migrant women and returnees.	Two annual dialogues sessions/meetings	Completed (Guideline developed for annual dialogues, and 2 annual dialogues organized).

A 1.1: Development of Information Package

- One flipchart for undertaking courtyard meetings was conceptualized, developed, and 50 copies were published covering topics like decision making and gender, communication and negotiation under women leadership, information-based decision-making, risk-benefit analysis, skilled migration, safe and planned migration, which includes obtaining all legal documents, decent work and Gender-Based Violence (GBV). The Women Information Champions used these attention-grabbing illustrations for conducting courtyard sessions.



Illustrations: Some sample illustrations that were used for the Court Yard meeting Flipchart

- A pocket booklet in Bangla was conceptualized, developed, and 1,000 copies were published covering the topics on basic information about migration and available services, information on countries of destinations, cost-benefit analysis: economic and social costs, and overall, migration laws. This was disseminated to the aspirant/potential/returnee women migrants during the life-skills based pre-decision training and through Migration corners at the UDC (activity is linked to Output 4) as well as to the members of the Community-Based Organizations (CBOs) during the training on Migration and Gender for CBOs' members/leaders (activity is linked to Output 4).
- A one-pager (in English and Bangla) summarizing the project objective and activities for advocacy purposes was printed. 1,000 copies were distributed among the stakeholders during round table dialogues, district and sub-districts level advocacy meetings.

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

The government curriculum was reviewed to strengthen and include sections of gender and migration-related topics. More precisely, the following government resources were subject to review: the Training Manual for Potential Women Domestic Migrants on Housekeeping (Sheikh Fazilatunnesa Mujib Women Technical Training Centre, Dhaka, May 2006); Information for the Overseas Workers (BMET); Illustrative booklet on Pre-Departure Preparation to go Abroad (BMET and IOM); Information Guide for Potential Women Migrants (RMMRU and MJF); Pre-departure training module of BOMSA; and Draft Pre-Departure Orientation (PDO) Manual for Departing Migrant Workers for three days by

MoEWOE and ILO. The revised version of these resources closed the gaps and addressed issues relevant for women migrants.

The findings were shared through 2 virtual consultation meetings. One meeting took place with the participation of senior officials from BMET Ministry of Expatriates' Welfare and Overseas Employment, Bangladesh Overseas Employment and Services Limited (BOESL), Probashi Kallyan Bank (PKB), Dhaka DEMO, Technical Education Board. Another consultation meeting was held with the participation of representatives from ILO, IOM, BRAC, OKUP, BOMSA, BNSK, UN Women, Helvetas, Manusher Janno Foundation, Parliamentarians' Caucus on Migration and Development, BAIRA, Awaj Foundation, RMMRU, Karmojibi Nari, and WARBE. Following these meetings, the key recommendations were formulated and integrated into the final report.

This reviewed curriculum will enrich the existing government training curriculum by incorporating gender and migration issues.

A 1.3: Conduct TOT for BMET & TTC

The project, in collaboration with BMET/TTC, planned to conduct ToT to improve the facilitation skills of trainers as well as to upgrade their knowledge level on the issues at hand. The project team shared the reviewed training curriculum and recommendations with BMET along with an official letter requesting participants for the ToT. The project team also met with the BMET representative several times and proposed two (02) different dates for the ToT. The ToT was supposed to be held in September 2021 (last month of project implementation). At the last moment, however, BMET informed the project team that they would not be able to provide training participants in September 2021 due to COVID and competing priorities.

A 1.4: Evidence based advocacy meetings at upazila level

During the project period, eight (08) evidence-based advocacy meetings were organized in Nawabganj and Keraniganj Upazillas, 4 in each sub district/Upazillas, with 355 participants (185 women and 170 men) participated in total. The participants were members and chairs of the respective Union Parishads, Upazilla Nirbahi Officers (UNO), Assistant Commissioners (Land), Social Welfare Officers, Women and children's affairs officers from the respective UNO office each, women victims/returnee women migrants, information champions, school teachers, journalists, and local civil society organizations/NGO representatives, etc.

The purpose of these advocacy meetings was 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 help generate support from the upazila administration for the implementation of the project.

One significant achievement is that UP chairmen and members were mobilized through these meetings and started indeed to include migration issues in their monthly meeting agenda. Moreover, these meetings improved the knowledge of relevant local level stakeholders, and facilitated them to share and circulate knowledge and information as part of their regular designated activities.

The victims/returnee women migrants also narrated their stories during those meetings. The meetings served to collect evidence which was analyzed and passed on to the grievance management committee of WARBE DF for legal and other procedural steps forward. The project collected 94 cases from its two

working areas, Nawabganj and Keraniganj. Out of these 94 collected cases, one case was mitigated successfully through WARBE and BMET's involvement, and that case story was also included in the published case story report. The remaining cases are still dealt with by the WARBE grievance management committee.



*Participants at the Evidence-based advocacy meetings
at the upazila level (Photos by WARBE DF)*

Major strategic recommendations from the advocacy meetings:

- a. non-governmental stakeholders working at the grassroots level should strengthen information sharing and collaboration among themselves;
- b. the Union Digital Center at the Union Parishads should take a more proactive role in providing migration-related services and information to migrants;
- c. there should be a joint committee on migration in each sub-district accompanied by representatives from each of the unions under its administrative scope;
- d. law enforcement agencies like the village police should be involved in such meetings initiated by the local government or any NGO, and they should be trained on migration so they can help the migrants as well.

A 1.5: Advocacy meetings with stakeholders at district level

The main purpose of the meetings was 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 project has generated dialogues and recommendations on those issues, and has taken some follow up initiatives with the the Parliamentary Standing Committee of the Ministry of Expatriates Welfare and Overseas Employment and BAIRA through the Bangladesh Parliamentarians' Caucus on Migration and Development.

The project has organized **two advocacy meetings** with stakeholders at the district level. The **first** advocacy meeting was held on 24th March 2021 at CIRDAP Auditorium, Dhaka, with 75 participants (31 men, 44 women). Associate members of the Bangladesh Parliament and Bangladesh Parliamentarians' Caucus on Migration and Development¹, Representatives from the Ministry of

¹ The Bangladesh Parliamentarians' Caucus on Migration and Development is an informal group formed of

Expatriates & Welfare and Overseas Employment, DEMO, BMET, TTC, Recruiting Agencies, INGOs, NGOs, Trade Unions, Research Organizations and the Media also attended the meeting. The meeting was also attended by women migrant victims, women volunteers called Information Champions, as well as returnee migrant women.



First district-level advocacy meeting (Photos by WARBE DF)

The **second district-level advocacy meeting** was held on 14th September 2021, at YWMCA Conference Hall, Dhaka, with 55 participants. Former MP & Member of Bangladesh Parliamentarians' Caucus on Migration and Development, representatives from CARE Bangladesh, ICMPD Bangladesh, WARBE DF, Bureau of Manpower, Employment and Training (BMET), The National Domestic Women Workers Union (NDWWU), returnee migrants, and other civil society organizations attended the meeting.



Second district level advocacy meeting (Photo by WARBE DF)

The advocacy meetings reached its aim which was to i) stimulate discussion between government and non-government stakeholders at district level about safe migration; ii) create links with technical centers to improve training quality, reduce fraudulent practices of middlemen and challenges in accessing other services; iii) promote partnerships for policy action and foster cooperation among all relevant stakeholders through innovative and inclusive approaches (e.g. inclusion of vulnerable groups).

Women migrants from Keraniganj and Nawabganj Upazila testified evidence on their experiences. The former MP and Secretary-General of Bangladesh Parliamentarians' Caucus on Migration and Development emphasized that it is a promising and remarkable development to see that members of the Bangladesh Parliament have started to talk about migration more seriously. During the discussion,

present and former Members of Parliament (MPs) with a view to influence and accelerate migration related policy prioritizing migrant workers' interests. The caucus is a realization of WARBE's vision and started to operate officially in 2017. Since its initiation, it has acted simultaneously at local, regional and global level.

to the importance of applying the bottom up approach (initiated by this project) at country level (and not just at sub/district level)..

Major strategic recommendations were: **a)** the labor offices of GoB embassies should be staffed with more women employees to address the requirements of women migrants; **b)** the information flow between governmental and non-governmental bodies at both national and local level should be more fluid and transparent; **c)** rigorous research projects should be undertaken to assess future demands in the labor migration sector and migrant workers' skills development should be pursued accordingly; **d)** migrant workers need to be informed by the authorities in charge about available loan facilities. Also, the process of accessing bank loans has to be made easier for migrant workers; **e)** the language course taught at the TTCs needs to be interactive rather than just vocabulary-based; **f)** recruitment agencies should set up branch offices at Sub-district or Union levels; **g)** having a bank account before migration should be made mandatory by law; **h)** the majority of the interventions in the migration sector are concerned with pre-migration and migration stages but there is also need to focus more on the post-migration stage and reintegration of returnee migrants; **h)** need to increase the 2 % cash incentive on remittance sent by Bangladeshi migrants.

Following the recommendations from the advocacy meetings, several follow-up initiatives have been taken to foster collaboration and more effective communication between government and non-governmental institutions with a view to address grievances of migrant women. Through WARBE DF, the Bangladesh Parliamentarians' Caucus on Migration and Development held consultations with the members from BAIRA and other recruitment agencies on fair labour recruitment, and recommended them to set up branch offices at Sub-district or Union levels so that middlemen cannot spread misinformation and to ensure safe migration. Moreover, Bangladesh Parliamentarians' Caucus on Migration and Development started advocating for an increase of the cash incentive on diaspora remittances with the Parliamentary Standing Committee of the Ministry of Expatriates Welfare and Overseas Employment. The Bangladesh Parliamentarians' Caucus on Migration and Development is committed to continue taking actions in line with the recommendation from the meetings.

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

The purpose of these national reflection meetings between the GoB and migrants was 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 was to sensitize policy makers and to enhance responsiveness of the institutions.

The project organized two annual dialogue sessions/meetings between migrants and government officials/relevant stakeholders. The **first annual dialogue** was organized online on **10th June 2021** via zoom, where 60 participants (29 men and 31 women) participated. The participants were comprised of returnee women from Keraniganj and Nawabganj and national level relevant stakeholders. The **second annual dialogue** was held on **26th August 2021 (Virtual)** with 50 participants. The meeting was attended by associate members of the Bangladesh Parliament and Bangladesh Parliamentarians' Caucus on Migration and Development, MP and Members of Parliamentarians' Caucus on Migration and Development, Representatives from ICMPD Bangladesh, BMET, TTC, Recruiting Agencies, INGOs, NGOs, Research Organizations and the Media. The meeting was also attended by women migrant victims, women volunteers called Information Champions, as well as successful migrant women.



*The screenshot was taken during the second virtual session
(participants were informed before the photo was taken)*

The dialogues were focused on i) the need to sign Memorandum of Understanding (MoU) and foster bi-lateral agreements with the labor receiving/destination countries to ensure labor rights and physical security of female domestic workers; ii) the necessity to manage migrant workers' complaints and to ensure speedy response to complaints; iii) the possibility of a nationwide governmental initiative to collect cases of wage theft (in collaboration with civil society when needed), to ensure that cases are solved and migrant workers are paid their due salaries by their employers; and iv) ensuring availability of migration-related information at the Union level of each district, and mobilization of local community leaders as volunteers who are trained to provide/circulate migration-related information in the community; and v) revision of the Overseas Employment and Migrants Act 2013.

Major strategic recommendations were: **a)** migration committees should be set up in the union parishads; **b)** a dedicated "institutional structure" to be created at Upazila level to work on women migration; **c)** local government and national media should be sensitized about migration; **d)** a fully-functional "one-stop service centre" should be created to provide all kinds of support and information to female migrant workers regarding safe migration. **e)** the job market for women needs to be diversified; **e)** domestic work should be recognized as "essential work," and it must not be limited to a women-only job. **f)** action must be taken against unscrupulous syndicates and intermediaries to stop the exploitation of female migrant workers.

Based on these discussions and recommendations, the project triggered some follow-up initiatives. For instance, there was discussion on the need to revise the Overseas Employment and Migrants Act 2013. Some provisions in the current law risk to criminalize the victims. Members of the Bangladesh Parliamentarians' Caucus on Migration and Development demanded the Parliamentary Standing Committee on the Ministry of Expatriates Welfare and Overseas Employment to revise these provisions. - The Caucus placed another recommendation to try any migration-related case through the BMET first. In a next step, BMET shall forward the case to other relevant agencies. This will make it easier for migrants to file grievance-related cases. Further, the Bangladesh Parliamentarians' Caucus on Migration and Development proposes that middlemen are legally obliged to register as sub-agents of recruitment agencies and include it in the revised law. Through WARBE, the Caucus entered into dialogues with the media and journalists to sensitize them about the issue. These dialogues created space for prospective and returnee female migrants to voice concerns, challenges, and successes with the aim to sensitize policymakers about women migration issues. The dialogues also created an opportunity for service-providing institutions to share learnings and challenges.

Output 2 – Policymakers and civil society are equipped with knowledge on the implementation of

international commitments and areas to be addressed through national commitments

The project focused on creating spaces for dialogue on key international conventions to sensitise stakeholders on international commitments, finding gaps in the context of Bangladesh and on reflecting on the experience of local women. The stakeholders were able to understand the challenges of local women and the importance of turning these international commitments into national instruments. This will pave the way to improve the national policy and implementation practices in the future. The meetings helped to garner support of key civil society platforms focused on women's rights, which until now did not focus on safe migration for women. The key civil society platforms agreed to include this issue in their advocacy agenda. This has contributed to the recognition that safe migration for women is also an important point on the development agenda for women in Bangladesh. The recommendations were disseminated through publications, which reached a large audience and reinforced calls for ratification of some of these conventions.

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	Completed with more than 3-5 recommendations placed (1 meeting organized)
Op 2.2 # of dialogues with key civil society actors and policymakers on C189 and GCM.	At least 2-3 dialogues	Completed (2 dialogues organized).
Op 2.3 # of case story-based books published.	One case storybook	Completed (one case story book published)
Op 2.4 # of desk studies conducted on the comparative scenario of female migrant workers in South Asia region.	One desk study	Completed (1 desk study conducted along with a policy brief)
Op 2.5 # of round-table dialogues on key issues from case-story book and study findings.	One round table	Completed (one round table dialogue organized)

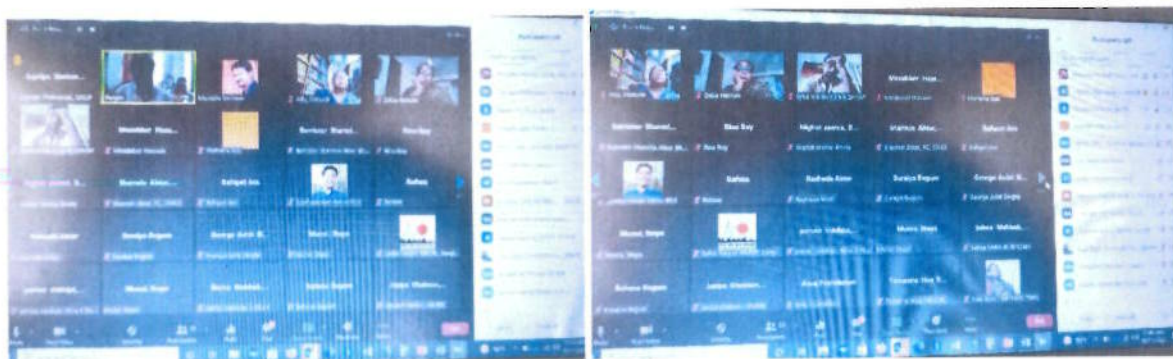
A 2.1: Advocacy meetings with CEDAW Committee:

The CEDAW Committee in Bangladesh is a vibrant platform of civil society organizations and activists who submit a shadow report periodically and hold dialogues with the government. The platform is one of the potential platforms to raise issues related to women's migration and draw the attention of key stakeholders nationally and internationally. At the end of the project, one virtual advocacy meeting with the CEDAW committee, particularly the sub-working group, was to apprise them of women workers' current situation and collect policy recommendations on safe and planned migration, which they can endorse in shadow reporting. The meeting was attended by 30 participants, representative organizations from the CEDAW committee, and some other stakeholders in migration,

especially those working on women migration.

The meeting was focused on: i) challenges migrant women face and institutional response needed to address these challenges; ii) explore ways in which the CEDAW committee can support in advocating for safe migration of women and highlight strongly on the issue of women migration to the CEDAW Shadow report; iii) women rights organizations to advocate more on the issue of women migration and to integrate into their advocacy agenda and iv) collecting recommendations to support efforts in the field of safe migration for the women in Bangladesh based on the knowledge shared.

The Overview of the project, findings, and recommendations from the Desk Study on the comparative scenario of female migrant workers in the South Asia region was presented during the meeting. Following the challenges faced by the Bangladeshi women migrants, some good practices of some South Asian countries, and policy recommendations from the desk study (as presented), the overall discussion was continued. Discussion evolved around the CEDAW General Recommendations regarding migration, especially women migration, particularly recommendations no. 28 (state obligation to identify women, including non-citizen, migrant, refugee, asylum-seeking, and stateless women, as the rights bearers), 19 and 35 (gender-based violence against women), 30, 32, 33, 37 (refer to the state obligation to prevent or remedy women's rights violations outside the national border of that country), and 26.



*The screen shots were taken during the virtual session
(participants were informed before the photos were taken)*

Following the discussions, the **major strategic recommendations** were:

- a) to integrate/develop/emphasize gender lens analysis on the bilateral agreement; b) emphasize negotiation with the destination countries through the embassies on challenges faced by the women migrants, specifically women's physical and mental harassment; c) to increase human resources as well as service system in the destination countries where Bangladeshi women migrants are going as a labour migrant such as in the Middle East, KSA, Jordan, Lebanon, etc.; d) follow up with the Foreign Ministry regarding the challenges faced by the women migrants in the destination countries;
- e) to ensure increased and appropriate services and facilities on the reintegration of returnee migrants both from state and non-state levels; f) introduce overall increased monitoring mechanism on recruiting agencies from the State level, which should be gender-responsive.
- g) conduct country-specific mapping on available skills-based occupations requirement and initiate and emphasize to increase the quality of skills training on those occupations. Such as in Hong Kong, very recently, there has been a demand for caregivers. Bangladesh is emphasizing more on sending domestic workers in the Middle East and KSA.; h) to digitalize the training.
- i) Citizens' Initiatives on CEDAW, Bangladesh (CIC-BD) to promote a gender-inclusive approach on promoting safe migration for women within their development agenda; j) women rights organizations

to advocate more on the issue of women migration and to integrate into their advocacy agenda; k) such organizations to assist and observe the training conducted at the TTC's

l) emphasize more on media engagement to promote safe migration for women; m) highlight the utilization of the Right to Information Act which will help create awareness on safe migration.

Finally, at the end of the discussion, it was also highlighted as well as emphasized that the recommendations which were made during the open discussion, the Citizens' Initiatives on CEDAW, Bangladesh (CIC-BD), will support in advocating for safe migration of women and highlight strongly on the issue of women migration to the CEDAW Shadow report as well as will include those within their development agendas.

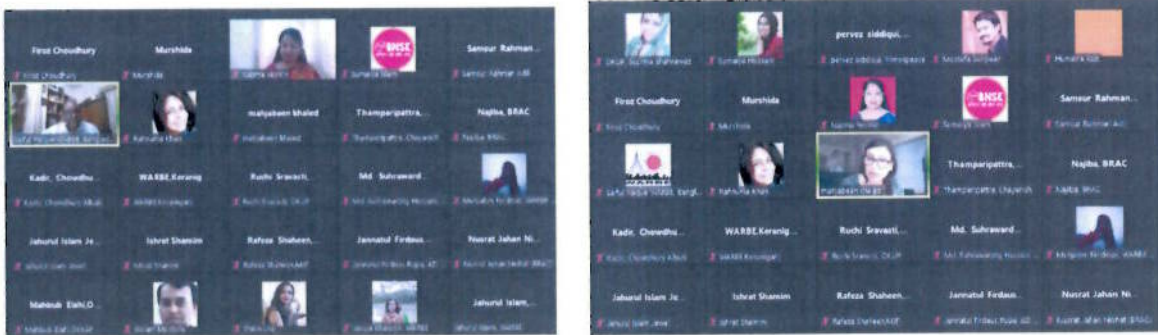
A 2.2: Advocacy meetings on ILO convention C189 and GCM:

The project organized two advocacy meetings virtually on ILO convention C189 and GCM. The **first meeting** was held on 19th September 2021 in collaboration with the Daily Prothom Alo (A popular daily Bengali newspaper). The **second meeting** was held on 29th September 2021 as a follow-up to the first meeting. A total of 47 participants participated in those two meetings with representation from government, policymakers, academia, civil society members, Bangladesh Parliamentarians' Caucus on Migration and Development, trade union, etc.

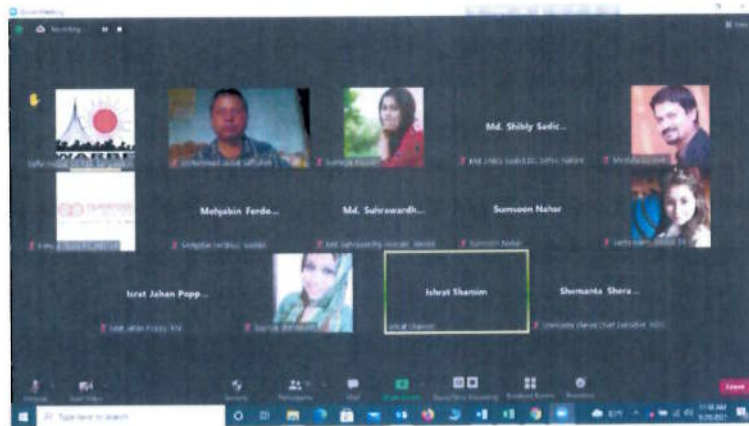
The advocacy meetings were focused on (i) identifying the practical challenges for establishing rights and entitlements for the domestic worker rights; (ii) finding out the reason behind for ratifying ILO Convention 189; (iii) strengthening the collaboration among the practitioners and actors for upstreaming Bangladesh ratification of ILO Convention 189, and finally (iv) share knowledge and best practices on the protection and prevention of domestic worker rights violation and its consequence.

The meeting highlighted that around one million female migrants from Bangladesh are working in many foreign countries, and most of them are domestic workers. Often the workers are tortured and repressed by their employers. And some of them return dead to the country. To protect female migrant workers and ensure them a decent working environment, Bangladesh is required to ratify the ILO 189 Convention. It was discussed that the ILO Convention 189 ensures the protection of workers' rights, their bargaining power, protection from torture, repression, violence, and sexual abuse, ensure fixed working hours and leave, minimum wage, and more. Ratification of the convention will hold the government liable and accountable for the domestic worker issue. Besides, the government can easily pressure the host countries to ensure Bangladeshi migrant workers' rights and protection.

Following the discussions, the **major strategic recommendations** were to **a.** conduct multi-level research and survey on the severity of abuse and exploitation of migrant domestic and internal domestic workers, **b.** analysis the feasibility and identify the relevant challenges, **c.** input the national representative data on migrant workers' rights and protection, **d.** strengthen the support service mechanism, **e.** increase national allocation for ensuring migrant women workers' safety and security issues, **f.** emphasis to work more for ensuring rights of the women migrant workers at both international and national levels, **g.** develop roadmaps for both ensuring rights of the women migrant workers and upstreaming the C189, **h.** enhance the capacity building program for migrant workers. Finally, **i.** establish joint working group/ or a platform for upstreaming Bangladesh Ratification of ILO Convention 190.



The screenshots were taken during the first virtual session (participants were informed before the photos were taken)



The screenshot was taken during the second virtual session (participants were informed before the photo was taken)

To generate broader support and as an outcome of the meeting, the first meeting’s discussions and recommendations were published in both hardcopy and online versions of Daily Prothom Alo (both Bangla and English) on 20th September 2021.² Moreover, the participants from the meetings were assured to continue to take action from the recommendations, which were also within their advocacy and development agenda. Especially, Bangladesh Parliamentarians’ Caucus on Migration and Development representative promised that they would discuss and advocate the issue with the Parliamentary Standing Committee on the Ministry of Expatriates Welfare and Overseas Employment as well as relevant government agencies/ministries to foster the process so that Bangladesh ratify the ILO C189 and integrate the GCM initiatives in Bangladesh.

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

The project directly worked with female migrants and their families and collected a first-hand narrative of migrant women. The project aimed to document the experiences of women and publish a report based on case studies for advocating better institutional responses to safeguard the interests of women and reduce their vulnerability to exploitation. At the end of the project, based on the collected 94 case stories from the project areas, a case study report (300 copies) which included the analysis of the history of the victims’ positive and negative stories consisting of selected 10 case stories, was published and disseminated to the relevant stakeholders during the Evidence-based advocacy meeting at district level to be used for further advocacy work beyond this project, to help open avenues of

² English online version: <https://en.prothomalo.com/bangladesh/ratification-of-ilo-convention-189-is-a-must>
 Bangla online version: <https://www.prothomalo.com/roundtable/%E0%A6%86%E0%A6%87%E0%A6%8F%E0%A6%B2%E0%A6%93-%E0%A6%B8%E0%A6%A8%E0%A6%A6-%E0%A6%85%E0%A6%A8%E0%A7%81%E0%A6%B8%E0%A6%AE%E0%A6%B0%E0%A7%8D%E0%A6%A5%E0%A6%A8-%E0%A6%9C%E0%A6%B0%E0%A7%81%E0%A6%B0%E0%A6%BF>

discussion with policymakers on sensitive matters. This will help generate a commitment to address some of the challenges of female migration. (see link to case study report under 2.7).

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

The purpose of this desk study was 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. During the life of the project, the research (desk study) was conducted. Additionally, a policy brief based on the desk study was also drafted and shared with ICMPD. The findings of the desk study were presented during the round-table dialogue on case-story and study findings with key stakeholders (see activity 2.5) and during the Advocacy meetings with the CEDAW Committee (see activity 2.1). The findings of the desk study were also shared with the relevant stakeholders who participated during the round table dialogue and advocacy meetings with the CEDAW Committee. Key findings of the desk study were:

- a) Since there is lack of gender-sensitive policies, policy makers should revise the existing migration practices in Bangladesh through a gender lens and make readjustments to those policies to ensure inclusion of gender-based needs as well.
- b) Bangladesh can establish online website information dissemination and increase its awareness methods on social media platforms.
- c) Pre-migration orientations need to incorporate participatory methods and evaluation methods.
- d) The government should provide more gender-responsive skills training to women; the trainings provided to female migrants should be more flexible and accessible.
- e) The Government should increase its funding to migration services to improve their efficiency in service provision.
- f) Migration and recruitment processes should be simplified but solidified. Officials should carefully check employment contracts for migrants. They should remove unnecessary steps, and not restrict migration of female migrants by putting them through extra procedures.
- g) Bangladesh Government needs to establish effective and well-founded re-integration programmes for female migrant workers.
- h) Community based organisations can be established with and among returning migrant workers so they can support each other and advise potential migrant workers.

The findings and recommendations from the study generated knowledge that will contribute to the future policy-making and development initiatives for promoting the safe migration of women in Bangladesh.

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

This dialogue was organized on 31st of March 2021 to share the findings of case stories and desk studies with relevant stakeholders at the Daily Star Center, Dhaka, Bangladesh. Representatives from NGOs, civil society, ICMPD Bangladesh and media participated. In this round-table discussion, the Member of Parliamentarian's Caucus on Migration and Development and MP was the guest of honor. The dialogue was started with the presentation of the Desk study findings and recommendations to stimulate thoughts and discussions. Moreover, two (02) returnee migrants shared their experiences as part of the collected case stories of the project.

During the open discussion, it was emphasized that it is important to utilize and strengthen the manpower of Bangladesh; it is necessary to enhance and improve the training facilities. Moreover, the process of approval of certificates from TTCs should be accredited. Thus the certification gets recognized and accepted globally. The discussant also highlighted the need to increase the number of Bangladeshi investors in other countries, and the Government should take the initiative to influence local investors to invest in other countries. Moreover, it was also emphasized that a proper monitoring at pre-migration stage of migration is important, and that there is a need for re-skilling and up-skilling migrants.

Moreover, discussants gave importance to publishing migrant's lists and report on a monthly, quarterly, and annual basis through the embassies. The meeting also highlighted that there is need to create an international monitoring cell, which will preserve the address, phone number, and other required documents of the migrants. The members of this cell will visit the migrants regularly at the given address to collect information.

The meeting's discussions and recommendations were also published in one of the daily English newspapers called the Daily Star on 20th April 2021.³ The published media report and shared presentations on desk study and case story findings increased knowledge and information among the stakeholders who are working in this sector, which shall also foster a new scope/area of research and development initiatives within and among the relevant stakeholders.

Outcome 2 - Women in rural communities are empowered to make informed choices and decisions about migration and are able to access services

Output 3 – 3,000 prospective women migrants at union level have access to information on safe migration and decent work

Women lacked access to information and services on safe migration in their local contexts. The project created several channels for women to access information which will contribute to informed decision making by women. A cadre of women information champions were mobilized in the communities who provided and will continue to provide information and peer support to women needing these services. This together with the enhanced capacity of local government insitutions, CBOs and union digital entrepreneurs has created a support system for women which was absent prior to the project. Moreover, the women participating in the project, developed a sense of agency and empowerment in their communities and peer groups, due to the life skills they learned in the project.

Indicator	Target	Level of achievement
Op 3.1 # of community meetings conducted at union level for community mobilization	At least 10 community meetings	Completed (10 community meetings were held covering 346 participants where 286 female, 60 males attended)
Op 3.2 # of women champions capacitated on disseminating information on safe migration	30 trained women champions	Completed. All 30 women were trained.

³https://epaper.thedailystar.net/Home/ShareArticle?OrgId=204766638b2&imageview=1&fbclid=IwAR3A_HJnVMTImI7LhNpb3wFFA3-s0PQyJnM0YeMLbKpYY6TgfvEcrTfc-98 (Full view of the published report)

Op 3.3 # of women trained at union level on life skills-based pre-decision	600 women	Completed (Training module developed and 630 women trained on life skills-based pre-decision at union level
Op 3.4 # of women reached courtyard meetings at village level on safe migration and decent work	2,400 Women (75 courtyard meetings)	Completed (75 courtyard meetings were held, reaching 2,155 women). The remaining targeted women were reached through establishing information boards on migration at two Upazilla Parishads and producing and disseminating 2,000 copies of leaflets containing safe migration-related information at the community level.
Op 3.5 # of women attending video screening sessions in targeted locations	At least 10,000 women	Completed (1 video animation produced and screened at the community level during the life skills training and provided to the 2 Upazilla Parishads of the project areas to screen it during the project's lifetime and in the future).

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

The project developed the guidelines for community meetings and organized ten (10) community meetings at 5 unions of each sub-district covering 346 participants (286 women and 60 men) . Participants in each meeting included 5 to 10 returnee migrants and aspirant migrants; the rest were women who had a general interest and were closely related to migration. The purpose of the meetings was 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.

Through these community meetings, the project identified families of migrant workers and aspiring female migrants and provided all information related to the project, safe and regular migration and gender-based violence, etc. Due to the COVID-19 pandemic and to ensure safety, the number of participants in each meeting had to be reduced. Participants were also provided with referral contacts, including the project's trained information champions and UDC entrepreneurs at the established migration corners of the UDCs, as well as the Migrant Resource Centre (MRC) in Dhaka to collect safe migration-related information and services as well to share and circulate the information within their community.



Participants at the community meeting,



Participants at the community meeting,

*Keraniganj, 05.11.20**Nawabganj, 05.11.20 (Photos by: Nayan Kar/CARE)*

Once the meetings were over, changes in the attitude of participants could be observed. For instance, the women actively quizzed the center in charge and information champions about where they would get specific information about migration, whether they have to pay for the services provided, whether the project also helps bring back stranded migrants from abroad, etc. The information champions and project staff answered all their queries, and shared referral contacts. Also, critical and positive case stories were collected by the information champions from the participants, which later formed the basis for case story analysis and the case storybook .

Further, some recommendations were made by the participants such as a) financial assistance for the victims of migration should be considered; b) access to information should be made easier; c) Women victims of migration should be reintegrated with proper employment opportunities and guidance for financial reintegration.

As a result of these meetings, many of the participants later attended the life-skills training. Moreover, the participants were informed on easy access to information on migration through the established migration corners at the UDCs.

A 3.2: Training of women information champions:

The project developed the training content and selected a total of 30 women who acted as information champions in the project communities and provided capacity building training on safe migration, gender and migration, associated risks and consequences of unsafe migration, migration-related laws, CBO formation, organization of courtyard and community meetings, facilitation skills to facilitate life skills training sessions, and more. With the gained knowledge from the training, the women information champions contributed at the community level. They disseminated information, connected with migrant workers and their families, and partner NGOs, CBOs, and local level service providers.



A participant is volunteering at a women information champions' training at Keraniganj



Information Champions are being briefed about migration related laws and CBO formation at Nawabganj (Photos by WARBE DF)

To reduce vulnerability and increase the resilience of women migrant workers within the community, these women information champions also directly engaged in five (05) types of action: case collection, conducting community meetings, conducting courtyard meetings, facilitating life skills training, and referral services. By building a relationship of trust and openness, they become a community resource

through which women will continue to receive information.

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

The project developed a training module on Life skills-based pre-decision orientation on safe migration, risk & vulnerabilities, women empowerment, rights & legal support, communication, etc. The module topics included basic information about migration and available services, information on countries of destinations, dignified work and harassment at the workplace, economic and social cost-benefit analysis, , communication and leadership skills, stress management, communication in crisis situations, and self-management of job and career skills.

25 training sessions were organized (two days each), and two trainers, with the assistance of Women information champions, trained a total of 630 women aspirants and returnee migrants. The project's original plan was to conduct 20 training sessions, but to maintain COVID-19 safety standards the number of training sessions was increased to 25. All of the training participants were women with an age range from 18 to 40 years, and most of them aspire to migrate overseas as labor workers. Some of the participants were returnee migrants who were planning to migrate again. The participants were trained through brief lecture sessions and group activities, e.g., writing posters, drawing pictures, and acting instant drama. After the two days of training of each batch, the trainers evaluated the participants. The evaluation reports showed that their knowledge increased based on pre and post-training evaluation. The participants received a certificate acknowledging their active work and were provided with the information booklet/pocketbook on safe migration which was produced under this project.



During the Life skills training sessions (Photos by WARBE DF)

Evaluation reports on the life skill-based training also revealed that participants gradually started to develop more interest in and get serious about safe migration. They participated in group activities and dramas that increased their leadership and communication skills. Moreover, the training also equipped the participants with stress management skills. The training module will be used by WARBE and CARE's current and future initiatives.

A 3.4: Conduct 75 court yard meetings on safe migration including returnee migrants:

The project planned to organize 120 courtyard meetings at the community level in the villages in a way so that the women feel safe and comfortable in participating and targeted to reach 2,400 perspective female migrants in total. However, due to the COVID-19 lockdown situation, as part of the contingency plan, the number of courtyard sessions was reduced to 75, which was approved by ICMPD. The project developed guidelines for the courtyard meetings and conceptualized, developed, and printed 50 copies of the flipchart for conducting these meetings. Moreover, the project completed the planned 75 courtyard sessions conducted by the Information Champions, reaching 2,168 (2,155 women and 13 men) in the communities, including aspirant and returnee migrants who attended the meetings held from February to May 2021. During the courtyard meetings, women aged 18-45 engaged in participatory discussion. They gained knowledge on safe migration and risks associated with migration and available services for migration, as well as real-life positive and negative migration experiences. Many participants of these courtyard meetings later took part in the life skill-based pre-decision orientations held from May 2021 to August 2021 (see activity 3.3).

Moreover, the project managed to reach a significant number of people through 2,000 copies of leaflets with safe migration-related information, and through establishing information boards at 2 Upazilla Parishads of the project location. The leaflets were disseminated through the Women information champions and the ingration corners at the Union Digital Centers located at 10 Unions of the project location.

The following **recommendations resulted** from the courtyard meetings: a) the geographical scope of courtyard meetings should be increased and they should be held regularly throughout the year; b) cases collected from the courtyard meetings should be solved within the soonest possible time.

As a consequence, the collected cases were forwarded to the WARBE grievance mechanism committee located at BMET. In most of the cases, the victims did not have the relevant documents, and they were not willing to undergo the legal procedure. Instead, they wanted to resolve their cases locally through Shalish (Alternative Dispute Resolution).

A 3.5: Develop video documentation and conduct screening sessions:

An animated video was produced covering the topic of safe and planned migration for women elaborating on measures women can take, things that women need to be careful about, consequences and costs of exploitation by middle-men and how such exploitation can be avoided. The video is used for information, education, and communication purposes to promote and advocate for gender-responsive and safe migration at all levels, and was also screened during the life skills training and training of CBO members on migration and gender. Moreover, copies of the video were provided to the two Upazilla Parishads to make use of it and screen it. This animated video will also be used by ICMPD Bangladesh, CARE, and its partner organizations for future initiatives promoting safe migration of women.

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

The project strengthened two local institutions- CBO and Union Digital Centre to expand window of services for women in their communities. The members of these insitutions improved their knowledge on what kinds of information can be provided to women in addition to available public services. In

future these can act as referrals or intermediary service providers. Moreover, Union Digital Centre Entrepreneurs developed an idea on services they can render using their facilities. The knowledge they gained will enable them in future to provide safe migration services as they can offer services at affordable prices which can create a win win situation for women and these actors. Moreover, their understanding on gender dimensions of migration has been enhanced.

Indicator	Target	Level of achievement
Op 4.1 # of safe migration corners established at Union Digital Centers/Union Parishad	10 safe migration corners	Completed (10 safe migration corners established at 10 Union Digital Centers/Union Parishads).
Op 4.2 # of UDC entrepreneurs trained	At least 10 UDC entrepreneurs	Completed. 10 UDC entrepreneurs trained.
Op 4.3. # of CBOs formed and functionalized	At least 2 CBOs	Completed (2 CBOs formed and functionalized)
Op 4.4 # of CBO members trained on migration and gender	At least 26 CBO members	Completed (23 CBO members trained on migration and gender).
Op 4.5 # and types of actions taken by CBOs to facilitate safe migration for women	At least 2-3 actions	CBOs were formed, and they received training on migration and gender at the end of the project period. However, no actions were taken yet by the CBOs. It is foreseen that they will be taking actions based on the training within their communities, and that WARBE will follow-up with these CBOs.
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	Completed (in total 816 men and women received services from UDC migration corners to apply for a passport, open a bank account, apply for a visa, and obtain police verification free of cost. Moreover, 48 prospective women migrants received referral services from project offices at 2 Upazillas from project staff and Women Information Champions).

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

A total of 10 migration information corners were established (one at each union) and functionalized, headed by a UDC entrepreneur and assisted by the women information champions working in the

corresponding union who had received training to provide such information and services. Through these migration corners, during the lifetime of the project, a total of 816 men and women received information on safe migration and services with regards to applying for a passport, opening a bank account, applying for a visa, and police verification. Moreover, 48 prospective women migrants received referral services from the project staff and Women Information Champions, and the migration corners.

A 4.2 Capacity building of Union Digital Center entrepreneurs:

On 30 October 2020, the project delivered a training event to capacitate the UDC entrepreneurs (9 men and 1 woman) from the 10 UDCs (each UDC has one entrepreneur) to provide safe migration information services and facilitate referral linkages through the migration corners. Through this training, entrepreneurs also received an understanding of the online registration process of BMET. Together with the women information champions, they possess now the necessary knowledge and tools to deliver migration-related services and respective referrals through the migration corners.



Capacity building training session of UDC entrepreneurs. (Photos by WARBE DF)

The project team observed that the UDC entrepreneurs previously did not provide referral services and services on job seekers registration, police clearance, and visa checking in certain destination countries. However, after receiving the training, they started providing those services and are prepared to continue with it after the project end.

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

The CBO formation guidelines were completed, and two CBOs have been formed and successfully functionalized in Keraniganj and Nawabganj, consisting of 42 members (women) who are either migrants themselves or members of a migrant's family. The members of 2 CBOs also had improved their knowledge and information through training on migration and gender under the project initiative (see under activity 4.4). They (2 CBOs) have registered themselves under the Upazila Nirbahi Officer's (UNO) office. They are also in process of registering as a Co-operative at the Ministry of Local Government, Rural Development and Co-operatives, which will enable them to become more structured and sustained to function within the community to facilitate services, provide information, and sustainably operate and provide information on migration within the community.

Moreover, WARBE DF has involved these 2 CBOs under a common national platform of CBOs, which aims to raise their voices from the community level. The training was conducted on migration laws, and that platform was formed through this training. Through this platform, PKB MD connected these CBOs to the local manager of Local PKB so that they could help migrants to get a loan and other services from the PKB. Moreover, WARBE DF has been and will continue to follow up and provide guidance to these CBOs as a part of the sustainability of this project so that these CBOs can continue their initiatives

within the community.

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

The project organized two trainings on Migration and Gender for CBOs and Members/Leaders in Keraniganj and Nawabganj on 16.08.21- 17.08.21 and 18.08.21-19.08.21. The training was attended by a total of 45 CBO members and leaders from each of the respective sub-districts. A trainer facilitated the trainings. Apart from the trainees, representatives from CARE Bangladesh, WARBE DF attended the training sessions. The training was organized by the center in charge, the assistant center in charge, and the information champions.



Training session for CBO members (Photos by WARBE DF)

The training contents covered:

- Regular and irregular migration
- Necessary legal and official documents required for regular and safe migration
- Different steps of the migration process, safe and unsafe migration and steps of safe migration
- Institutions dealing with migration and their support services to women migrants at different stages of the migration process: governmental and non-governmental institutions;
 - BMET, DEMO TTC; Wage Earners Welfare Board, Probashi Kallyan Bank, Bangladesh Mission abroad and BOESEL; non-governmental organizations, including WARBE.
- Concepts of Gender and women's rights
- Woman migration – push and pull factors, risks, and mitigations of women migration and leadership skills

After the training, an **animated video documentary on safe migration** produced by Care Bangladesh under this project was shown to the participants. Both trainings were evaluated verbally, and trainees were very satisfied with it. They received new and crucial information about migration and gender. They gained knowledge, improved their capacity to operate and lead their CBOs and provided information and referral services within their community.

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

The project planned to engage both Union Parishads (UPs) and Union Digital Centers to provide information and other related services to migrant workers, and therefore organized a training session on safe migration on 28th August 2021 at Krishibid Institution Auditorium, Khamar Bar, Farmgate, Dhaka for UP Secretaries and UDC entrepreneurs from the two Upazilas. There were in total 15 participants including Entrepreneurs of Union Digital Centers (UDC) and Secretaries of Union Parishads from the project locations. The training was facilitated by a Training and Capacity Building Expert.



A participant sharing the expectation from the participants (Photo by WARBE DF)

There was a brief discussion on the roles and responsibilities of the Entrepreneurs of Union Digital Centers (UDC) and Secretaries of Union Parishad, who can ensure safe migration for women. It has been found in the open discussion that the Entrepreneurs of Union Digital Centers (UDC) and Secretaries of Union Parishads do not have adequate knowledge on the issue of women's migration. They also did not have an organized channel for providing information to the concerned women and their families. On the other hand, it was mentioned by the participants that there are very few women who visit UP and UDC to seek information. Usually, women visit UDCs to receive passport-related support. The training developed their understanding of basic concepts related to migration, female migration, vulnerabilities of women workers, human rights, and workers' rights, including basic communication skills for providing information. The animated educational video on safe migration was projected in the training at Nawabganj. The participants appreciated the documentary depicting processes and challenges of safe migration and the way out.

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

Aspirant women need various pre-departure services such as financial services, training support, legal aid, support on reporting complaints and facilitating administrative requirements. The project facilitated linkages with stakeholders, including the Bureau of Manpower Employment and Training (BMET), District Employment and Manpower Office (DEMO), Technical Training Centers (TTC), Recruiting Agencies, Probashi Kallyan Bank, and others to ensure the above-mentioned services. The project implemented activities to ensure the cooperation among these stakeholders, e.g., district level and Upazila level evidence-based advocacy meetings were held to facilitate cooperation among the district and Upazila level government stakeholders. Through these events, migrants were able to directly communicate with the government service providers, express their concerns, which strengthened cooperation between the migrant communities and local stakeholders (see activities 1.4

and 1.5). Annual dialogues were also organized between the migrant communities and stakeholders at the national level (see activities 1.6). The project also formed 2 CBOs at 2 Upazillas with migrant members and trained them as they are directly accessible at the community level and possess the referral capacity and experience of safe migration and a broad family network for support (see activities 4.3, 4.4).

As a result of the project interventions (courtyard meetings community meetings, life skills training, door to door information dissemination case collection by women information champions, and sub-district level advocacy meetings etc.) a total of 816 men and women used/received services from UDC migration corners for applying for a passport, opening a bank account, applying for visa and police verification free of cost. Moreover, 48 prospective wome migrants also received referral services from project staff and Women information champions at the project offices at 2 Upazillas. For nearly one-third of the project duration, the COVID-19 pandemic led to zero or near to zero mobility at field offices, migration corners, and adjacent areas, which cut down the number of beneficiaries. However, many of those reached by the project, sought to receive services from the migration corners after participating in the different project interventions. UDC entrepreneurs at the migration corners and the women information champions at the Union level did a very good job in facilitating easy access to information on migration, especially for the women, which in turn enabled women to make informed decisions on safe migration.

2.3. Describe if the Action will continue after the support from the Contracting Authority has ended. Are there any follow up activities envisaged? What will ensure the sustainability of the Action?

Under Output 1, targeted institutions at district/ sub-district level gained knowledge, relevant understanding, and information through participating in sub-district, district level as well as annual dialogue sessions and received information packages which were produced and distributed to those stakeholders who also expressed their willingness to use the knowledge in their routine communications and meetings with public and other stakeholders. The UP chairman and members started including migration in their monthly meeting agenda, which is also one of the significant achievements in terms of sustainability. The BMET and TTCs have expressed their willingness to address women and gender issues identified through the reviewed curriculum.

Under output 2, relevant policymakers and civil society members were equipped with knowledge on implementing international commitments and areas to be addressed through national commitments through their participation during the advocacy meetings on ILO C189 and CEDAW. The members of the Parliamentary Caucus Committee who have participated during the advocacy meetings on ILO C189 have expressed their interest and commitment to follow up with the recommendations such as ratification of ILO Convention 189, establishing one-stop services and employment contracts for women, to make recruitment agencies more accountable. The CEDAW Committee has committed to including the migration issue and the recommendations that came from the meetings into the next NGO shadow report. The evaluation report stated that the GoB expressed interest in having a dedicated institutional structure at the Upazila level to implement the rights of female migration. Moreover, civil society and BOAF members have also expressed their willingness to carry on dialogues on female migration issues regularly and have expressed their willingness to regularly carry on dialogues on female migration issues on their initiatives.

Under output 3, a total of 3,000 prospective women migrants at the union level had access to information on safe migration and decent work through participating in courtyard meetings, community meetings, and life skills-based pre-decision orientation on safe migration who will continue to circulate their received information and knowledge within their community. The project also left trained and empowered Women Information Champions in the intervention areas to disseminate safe migration-related information and services within their community. CARE, ICPD, and WARBE DF will also use the developed life skills training module in their future interventions.

Under output 4, the project had two community-based organizations (CBOs), thirty trained women information champions, and ten migration corners established in the project areas. These entities have kept functioning spontaneously since they were also planned to remain sustainable even after the end of the project. During the project period, these groups have established themselves among the community as providers of safe migration-related information and suggestion and even after the project has stopped being operational at the field offices. For instance, information champions and UDC entrepreneurs have referred a few more cases of migrants to WARBE's arbitration cell at the BMET.

There are some follow-up activities envisaged from the WARBE DF. They will continue to follow up with those UDC entrepreneurs, CBOs, and women information champions monthly through telephone calls and also call for any referral linkage-related information. Moreover, CARE and WARBE DF will include those entities in their future initiatives/interventions such as providing capacity building training, inviting them to the relevant workshops/dialogues/meetings which will further strengthen their capacity to sustainably continue their future activities in disseminating and providing migration-related information and services within their community.

2.4. Explain how the Action has mainstreamed cross-cutting issues such as promotion of human rights, gender equality, democracy, good governance, children's rights and indigenous peoples, environmental sustainability and combating HIV/AIDS (if there is a strong prevalence in the target country/region).

The project has mainstreamed the promotion of human rights, and in particular the rights of female migrant workers, through organizing advocacy meetings to ratify the ILO C189, which will ensure the rights of domestic migrant workers and rights of women migrant workers as human beings. The project has mainstreamed the issue of gender equality, such as the rights of women migrants, through organizing advocacy meetings with the CEDAW committee. In the meetings, the CEDAW committee in Bangladesh has promised that women migration and the rights of women migrants' issues will be included in the NGO shadow report. The project has also mainstreamed the issue of good governance as part of promoting the migration governance system through different advocacy meetings and annual dialogues, etc. Particularly, the rights and services of returnee migrants were on the meetings' agenda, and recommendations made will eventually influence the the National Reintegration policy for returnee migration, which is currently at drafting stage by the ILO and the government of Bangladesh. Overall, the promotional and educational materials, such as booklet/pocketbook, life skills training modules, training guidelines for the women information champions, UDC entrepreneurs, and CBOs, also include the issue of gender equality, rights of migrant workers, etc. These were used to orient the women information champions, UDC entrepreneurs and CBOS who will continue to exist and to provide safe migration-related information and referral services within the community even. The relevant state and non-state level stakeholders, including the community members, especially women who participated in different advocacy meetings, dialogues, awareness interventions were

equipped with knowledge on these cross-cutting issues, and they are prepared to integrate related advocacy asks etc into their future development agendas.

2.5. How and by whom have the activities been monitored/evaluated? Please summarise the results of the feedback received from the beneficiaries and others.

The Project was managed by both CARE and WARBE DF. In CARE, the team was composed of a full-time Program Manager and a Project Officer and a Program Director who has been involved partially and supervised the other two staff. In WARBE-DF, the team was composed of a Project Coordinator, a Project Officer, 2 Field Officers, and 2 Field Office Assistants. Each Project staff received orientation from the supervisor/manager, and then worked closely with their supervisors, learning on the job, while performing their duties.

The Project conducted a baseline study and established benchmarks to compare and analyse the values of key performance indicators including safe, orderly and gender sensitive migration, gender responsive policy, CEDAW committee, ILO C189 and Global Compact on Migration, community involvement, local authorities involvement, linkage with BMET/TTC, DEMO etc. Based on the baseline, a MEAL Plan was developed. The data collection tools (qualitative and quantitative) were developed and implemented by involving the implementing partner, WARBE Development Foundation. The Upazila Office (with the help of the Center in Charge and Women Information Champions) collected and compiled the data, and sent it to the WARBE-DF head Office. The WARBE-DF tabulated, codined and examined the primary data, and sent it to the Program Manager (CARE-BD) for analyzing and reporting. The CARE-BD (PM) shared the MEAL Report with the focal point of CARE Austria. And CARE Austria reviewed and shared the consolidated report with ICMPD. The MEAL data was reviewed and collected on a monthly basis, and the analysis and report were sent to CARE Austria on monthly basis accordingly. The MEAL Plan was reviewed closely with WARBE-DF, and gaps, challenges, best practices and lessons identified periodically. The progress of MEAL/and Annual Work Plan, were tracked and the project's key performance indicators were reported on periodically as appropriate.

The Project conducted the endline evaluation to measure the outcomes and impact of the project against the targeted results and the baseline. The evaluation has provided an objective assessment of the achievements and results, weaknesses and strengths of the project and document evidence to inform future initiatives of this kind. The endline evaluation also assessed the project achievements and contribution through the evaluation criteria (relevance, efficiency, impact and sustainability). The evaluation has found strong evidence for promoting the issues of safe, orderly and gender sensitive migration.

Due to the COVID-19 pandemic situation, the project had to adopt several 'coping mechanisms' to deliver the desired outcomes. In this regard, CARE and WARBE together developed a contingency plan and implemented the project activities as per the contingency plan, and revised the work plan based on the COVID-19 situation. CARE continued monitoring the activities, and maintained coordination and supervision of programme delivery and quality with WARBE DF through field visits (whenever possible) and regular weekly monthly and quarterly meetings. The meetings and discussions were mostly held virtually due to the COVID-19 pandemic situation. WARBE-DF and CARE shared and discussed their work plans, especially during the COVID-19 period. WARBE-DF also monitored the activities through conducting weekly and daily communications with its staff in the head office and in the Project Office in Nawabganj and Keraniganj along with field visits of WARBE's head office staff. WARBE-DF followed an indicator-based reporting template, filled in by Project staff, and shared it with CARE along with monthly progress reports. These qualitative and quantitative data were incorporated into the monthly, quarterly, six-month, and interim (yearly) project progress report by CARE and submitted to ICMPD.

The project has received feedback and recommendations from direct and indirect beneficiaries during activities such as courtyard meetings, community meetings, life skills training, district and sub-district level advocacy meetings, annual dialogues, and advocacy meetings on ILO C189 and with the CEDAW Committee. Feedback and recommendations have been incorporated in monthly, quarterly, and interim narrative reports. Feedback and recommendations from meetings led to follow-up initiatives by CARE and WARBE which are mentioned in this report (see above activities sections in 2.2). For instance, WARBE promoted several advocacy requests with the Bangladesh Parliamentarians' Caucus on Migration and Development, which in turn took initiative to advocate with the Parliamentary Standing Committee on the Ministry of Expatriates Welfare and Overseas Employment.

2.6. What has your organisation or any actor involved in the Action learned from the Action and how has this learning been utilised and disseminated?

CARE's major learning was that even in a community based project targeting aspirant women is very challenging. This, indicates that in future programming more generic entry points will have to be explored to address a broad base of women with messaging. The core messages and videos developed will be used in other projects to disseminate messages. The other key learning for CARE is to integrate the issue of migration in its core advocacy plans of promoting women's rights and economic justice.

WARBE DF has developed learning particularly on gender dimensions in relation to migration which they can integrate and utilize in other projects focused on migration. The training contents developed for CBOs will enable them to work with local organisations in future. The actors like BMET/TTC have also become more informed of gender dimensions which they can utilize in assessing the effectiveness of their actions and for planning gender responsive services. However, the project actors due to Covid-19 related challenges had a very short time window to distil learning from the experience. More time and effort could have been beneficial to utilize this experiential learning and improve the current actions taken by the actors.

2.7. Please list all materials (and number of copies) produced during the Action on whatever format (please enclose a copy of each item, except if you have already done so in the past). Please state how the items produced are being distributed and to whom.

Please find the following documents using the links below each section:

Case Story Report: 300 copies of the case story report printed and distributed during District level advocacy meetings with relevant state and non-state level stakeholders.

<https://bit.ly/3lafvWx>

Leaflets: 2,000 copies printed and distributed to the participants of the life skills training, and through 10 UDC migration corners to aspirant women migrants who came to receive referral services as well as through Women information champions within the community.

<https://bit.ly/3cLckQv>

Booklet/Pocketbook: 1,000 copies printed and distributed to the participants of the life skills training, through 10 UDC migration corners to aspirant women migrants who came to receive referral services as well as through Women information champions within the community.

<https://bit.ly/3xlnO6T>

Flipchart: 50 copies printed and used for the courtyard sessions through Women information champions. <https://bit.ly/3DRgXo7>

Video Animation: 1 video animation produced and screened at community level during the life skills training as well as provided to the 2 Upazilla Parishads in the project area to screen it. <https://bit.ly/3HLpmf4>

Desk Study on comparative scenario of female migrant workers in South Asia region: 1 desk study was conducted and disseminated among relevant stakeholders. <https://bit.ly/3FTIAP6>

Policy Brief: 1 policy brief was developed based on the desk study findings, and shared with ICMPD. <https://bit.ly/317rZXO>

- 2.8. Please list all contracts (works, supplies, services) above € 60,000 awarded for the implementation of the action since the last interim report if any or during the reporting period, giving for each contract the amount, the award procedure followed and the name of the contractor.**

Not applicable.

3. Beneficiaries/affiliated entities and other Cooperation

- 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 was implemented by CARE as the 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 signed and the relationship was close and effective. As per the role, WARBE DF's conducted all activities at the community level, conducted monitoring visits, established the migration corners at the UDCs, conducted community level and courtyard meetings, organized advocacy activities at the district and Upazila levels, and conducted training of women champions, aspirant women migrants and CBOs. CARE kept general oversight and carried contractual and financial responsibility, ensured proper implementation of the project on the ground through closely coordinating with WARBE DF on a daily basis, was responsible for national/government level communication, provided technical assistance to WARBE DF in the development of guidelines and curriculum, prepared project reports and other communication materials, and conducted procurements and quality checks. CARE and WARBE DF maintained good communication and a very good relationship throughout the intervention both at national and community levels. Due to the COVID-19 situation, most of the project progress meetings were held virtually.

3.2. Is the above agreement between the signatories to the grant contract to continue? If so, how? If not, why?

CARE and WARBE DF would like to continue the successful partnership but funding for an extension of the partnership is not secured. CARE is exploring the possibility of follow-up funding with ICMPD (see below 3.5).

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

CARE maintained a good relationship with the relevant national and local level government institutions. At the beginning of the project, 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, the 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 has also agreed in establishing the migration corners so that the project has established 10 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. A virtual high-level stakeholder meeting on safe and planned migration for women in Bangladesh was hosted by CARE Bangladesh and WARBE-DF on 16 September 2020. Government representatives from BMET (Deputy Director), the Ministry of Foreign Affairs (Director-General, Economic Affairs), and local government representatives from the project's impact area attended the meeting and reaffirmed their support and engagement whenever required. CARE also conducted 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 the policy level. The project also conducted evidence-based advocacy meetings at the Upazila level where participants from the two sub-districts and Union Parishads, relevant stakeholders at the District-level (DEMO, Upazila Nirbahi Officer) and local government representatives participated. The project also organized two (02) advocacy meetings at the District level, two (02) annual dialogues, one (01) advocacy meeting with the CEDAW Committee which was presided by the representative from the Ministry of Expatriate Welfare and Overseas Employment (MoEWOE), representative of District Employer and Manpower Office (DEMO) Dhaka, current and former MPs (women), representatives from Private sector stakeholders (private technical centers), member of Bangladesh Parliamentarians' Caucus on Migration and Development, Travel Agencies, TTCs, Media and CSOs who participated. The main objective of the meetings was 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 advocated for the ratification of the ILO Convention 189 through two (02) advocacy meetings with relevant stakeholders which would enable the Government of Bangladesh to more effectively negotiate with countries of destination. Moreover, the project advocated with the Bangladesh CEDAW Committee through an advocacy meeting to integrate the women migration issue into the NGO shadow report.

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

- **Associate(s) (if any)**
- **Sub-contractor(s) (if any)**
- **Final Beneficiaries and Target groups**
- **Other third parties involved (including other donors, other government agencies or local government units, NGOs, etc.)**

CARE consulted with other actors who are currently working on safe migration issues for the women in Bangladesh to build partnerships and momentum. CARE conducted advocacy meetings with Member NGOs of the CEDAW Committee, DEMO Dhaka to highlight the challenges of women migrant workers and to feed into recommendations of the shadow reports. CARE also conducted 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. Furthermore, CARE has been closely coordinating with ICMPD to work more strongly together within and beyond the project, e.g. by linking the union level UDC with the central level Migrant Resource Centers (MRCs).

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

CARE extended the collaboration with ICMPD to build a stronger partnership within and beyond the project. Meetings between CARE and ICMPD were held in Vienna, and virtually with CARE and ICMPD colleagues based in Dhaka. The main goal of this collaboration was to explore practical ways of connecting the project's Union Digital Centers (UDCs) with ICMPD's central level Migrant Resource Centers (MRCs)⁴ to scale up the existing work on gender-responsive pre-departure migration services in collaboration with district/central level actors, to enhance sustainability. It was agreed and maintained that any Information, Education and Communication material produced by the project will be shared with ICMPD for their capacity building. ICMPD also agreed to ensure CARE's gender-responsive component was included. UDCs were trained to provide referrals to MRCs. ICMPD supported CARE with cases collected from women through the MRCs for advocacy purposes. A Concept Note on possibilities for future collaboration, beyond the project, was shared with ICMPD (see also Annex 2).

The end-line evaluation confirms the compatibility of the project interventions with national initiatives. The project has built synergies with the GoB's overall agenda on migration as reflected in the 8th five-year plan. It includes institutional and legislative reform, institutional capacity building, skills development, access to services, protection of rights and well-being, digitalisation and private sector & stakeholder engagement. The project also aligned with the action plans of GoB to accomplish the Sustainable Development Goals (SDGs) and The National Skills Development Policy 2011.

⁴ <https://www.mrc-bangladesh.org/en/about-us>

Synergies were also built with CSO advocacy and activities regarding safe female labour migration from Bangladesh and the protection of women workers' rights at home and abroad. The project successfully used links and synergies with Bangladesh Parliamentarians' Caucus on Migration and Development and BOAF-the network of local NGOs. In addition, a wide variety of stakeholders representing the government, civil society and non-profit organizations for collaboration and coordination on the issues and activities.

3.6. If your organisation has received previous EU and/or ICMPD 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 EU and/or ICMPD grants).

N/A

3.7. How do you evaluate cooperation with the services of the Contracting Authority?

The cooperation with ICMPD was excellent – both at HQ/Vienna level and in Bangladesh. CARE perceived the partnership with ICMPD as very supportive and constructive which was particularly appreciated when the COVID-19 pandemic hit Bangladesh and interfered with project implementation. Meetings between CARE and ICMPD always served to assess project progress, to identify challenges and find solutions. Minor queries and issues were dealt with in written and in a fast manner.

ICMPD also supported CARE to present the project at key events. For example, the round table on the case story and desk study findings with relevant stakeholders, the advocacy meeting on ILO C189 and GCM, and district and sub-district level advocacy meetings etc. This support was important and allowed the project access additional advocacy spaces.

As mentioned above, ICMPD and CARE also extended the collaboration to build a stronger partnership within and beyond the project.

4. Visibility

How is the visibility of the EU/ICMPD contribution being ensured in the Action?

The European Commission and/or ICMPD may wish to publicise the results of Actions. Do you have any objection to this report being published on the EuropeAid website or ICMPD website? If so, please state your objections here.

- A Communication & Visibility Plan for this project was submitted and approved by ICMPD in July 2020.
- The standard logos/emblems of the EU, ICMPD, Silk Routes Facility, WARBE DF and CARE were used on every written/visual product as per EU and ICMPD Communication & Visibility (C&V) Guidelines, as well as a 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 finalized, printed and shared with ICMPD as well as distributed.
- Photos (with consent for publication) of community-level action and beneficiaries reached were taken and shared with ICMPD.

5. Location of records, accounting and supporting documents

Please indicate in a table the location of records, accounting and supporting documents for each Beneficiary and affiliated entity entitled to incur costs.

CARE Österreich	Lange Gasse 30/4, 1080 Vienna
CARE Bangladesh	RAOWA Complex (Level 7), VIP Road, Mohakhali, Dhaka 1206, Bangladesh
WARBE DF	House no: B-183 (1st Floor), Road: 21, New DOHS Mohakhali, Dhaka: 1206

Name of the contact person for the Action: Elisabeth Schreiber

Signature:



Location:

Vienna, Austria

Date report due:

30.11.2021

Date report sent:

30.11.2021

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.

