



Promoting Safe Migration for the Women of Bangladesh Project

Reference: ICMPD/2019/SRP-277-006

Yearly Narrative Report

December 2020



Photo Credit: Nayan Kar/CARE - A participant at the community meeting, Keraniganj, 05.11.2020

Funded by the European Union



IMPROVING MIGRATION MANAGEMENT IN THE SILK ROUTES

Implemented by
ICMPD
International Centre for Migration Policy Development

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List of Attachments

- **Attachment 1** **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
- **BRAC:** Building Resources Across Communities
- **CBO:** Community Based Organization
- **CEDAW:** The Convention on the Elimination of all Forms of Discrimination Against Women
- **C&V:** Communication and Visibility
- **DEMO:** District Employment and Manpower Office
- **ICMPD:** International Center for Migration Policy Development
- **IOM:** International Organization for Migration
- **ILO:** International Labour Organization
- **MEAL:** Monitoring Evaluation Accountability and Learning
- **MRC:** Migrant Resource Centre
- **OKUP:** Ovibashi Karmi Unnayan Program
- **SO:** Strategic Objective
- **TTC:** Technical Training Center
- **UDC:** Union Digital Center
- **UP:** Upazila Parishad

1. Description

- 1.1. Name of Coordinator of the grant contract: **CARE Austria**
- 1.2. Name and title of the Contact person: **Stella Szonn, Program Officer**
- 1.3. Name of Beneficiary(ies) and affiliated entity(ies) in the Action:
CARE Austria, CARE Bangladesh, WARBE DF
- 1.4. Title of the Action: **Promoting Safe Migration for the Women of Bangladesh**
- 1.5. Contract number: **ICMPD/2019/SRP-277-006**
- 1.6. Start date and end date of the reporting period: **NOV/01/2019-OCT/30/2020**
- 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

During the first project year, the project focused on setting up a solid project management system including M&E Plan and Communication and Visibility Plan, laying the grounds for effective and efficient implementation through preparing a baseline study, research studies and training material, and on starting with community level interventions. 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. Right after, CARE hosted an inception meeting in which the project team and senior representatives of ICMPD, CARE and WARBE DF participated to discuss the project's objectives, targets, roles and responsibilities. CARE, ICMPD Bangladesh and WARBE DF met with senior staff of the Bureau of Manpower, Employment and Training (BMET) introducing the project to build relations with the Government officials and to gain their support for the project's implementation. BMET senior staff expressed their positive attitude and willingness to provide necessary support, which was reconfirmed at the high-level virtual stakeholder meeting on safe and planned migration in Bangladesh held on 16 September 2020, i.a. attended by the Deputy Director of BMET, the Director General of the Ministry of Foreign Affairs, and local government representatives from the project's impact area. Union Parishads of the 10 unions covered by the project also agreed to set up migration information and referral corners in 10 Union Digital Centers (UDCs), of which 7 corners were completed during the reporting period.

All 30 women migration information champions were selected and trained on their roles and responsibilities to mobilize and serve as trusted resource persons at community level. Together with the UDC entrepreneurs, they also received training on how to refer aspirant migrant women to the respective public services available. As soon as the COVID19 situation allowed doing so, community meetings for mobilizing women and their families to participate in the project's activities were held, which showed a high level of interest among the women and willingness to engage. All information and education material for the court yard meetings on gender-responsive safe and planned migration, as well as for the life skill pre-decision training for aspirant migrant women was prepared, for the trainings to take place in the upcoming reporting period. 41 first-hand narrated cases by women migrants on their positive and negative migration experience were collected so far, which will all be compiled in a case study book serving for advocacy initiatives at Upazila and District level to enhance institutional responses to safeguard the interests of women. The formation guidelines for the two CBOs, one in each Upazila covered by the project, were finalized alongside capacity training material, and the selection of women members with migrant background is in process.

On 11 March 2020, the World Health Organization (WHO) has declared the COVID 19 outbreak to be a pandemic of unprecedented proportions, recommending worldwide social distancing measures in order to fight the spread of the virus. The GoB announced a nationwide lockdown on 26 March 2020, which, as a "general public holiday", has since then been continuously extended. Schools, colleges, and factories have been shut down as have transport, industrial and agricultural facilities. During the lockdown, CARE together with its partner WARBE DF re-focused attention to all preparatory work that can be conducted remotely without travel involved. These desk-based activities included the drafting of the content of guidelines and modules for court yard and community meetings, CBO formation guidelines and training content for capacity building. Against this background, field level implementation could only start in a limited scale from August 2020, when the restrictions at the project's unions were relieved, while making sure that all preventative measures were being upheld (smaller groups, physical distancing, face masks).

The project's first year burn rate by the end of October 2020 was at 26% (vs total project budget). The low burn rate results from the delayed government approval of the project, which arrived only on 9 February 2020, closely followed by the COVID19 restrictions that started from mid-March 2020. Consequently,

activity implementation at community level, could not start as planned in March and had to be postponed to August, which resulted in a 5-months delay. As agreed during the meeting on 23 October 2020 at ICMPD Office in Vienna, CARE is herewith submitting 2 workplans in section 2.4. One is reflecting the timeline until April 2021 (in case no no-cost-extension can be approved), and the second one is reflecting the timeline until July 2021 including a 3-months no-cost extension. As part of this report, CARE is officially requesting for the 3-months no cost extension, as it would enable the project to catch up on the 5-months delay caused by the COVID19 restrictions, to implement all activities as planned, to reach the target beneficiary figures, and to fully spend the project's budget. Without a no-cost extension it is very unlikely that the project reaches the planned 3,000 aspirant women, as activities can only be completed partially. In case COVID19 restrictions will again intensify at community level, the project will follow its contingency plan. Hand in hand with the workplan adaptations, a budget revision including the 3-months no-cost extension took place, which is part of this report submission for approval.

During the reporting period, 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 is to explore practical ways of how to connect the project's Union Digital Centers (UDCs) with ICMPD's district/central level Migrant Resource Centers (MRCs)² for scaling up existing work on gender responsive pre-departure migration services to enhance sustainability. Mutual and complementary support between CARE and ICMPD during the project duration was discussed and agreed. A **Concept Note** on possibilities for future collaboration that goes beyond the project, is attached in **Annex 1**. Potential areas of cooperation include to strengthen and expand gender-responsive and safe services for aspirant migrant women, to develop gender-responsive information, education and behavioral change resources, to support returnee women and their families (during the COVID-19 recovery period) to improve their social and economic status, and to enhance advocacy efforts to promote safe and planned migration of women at national level (see Annex 1).

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

Indicator	Target	Level of achievement
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	Too early to assess.
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	Too early to assess.
Oc 2 Women in rural communities are empowered to make informed choices and decisions about migration and are able to access services		

² <https://www.mrc-bangladesh.org/en/about-us>
ANNEX VI
 Model narrative and financial report
 ICMPD/2019/SRP-277-006

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	By end of Oct: 3 actions (1. Case collection, 2. Community meetings, 3. 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	Too early to assess.
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	Too early to assess.

2.2. Results and Activities

Inception Phase Activities:

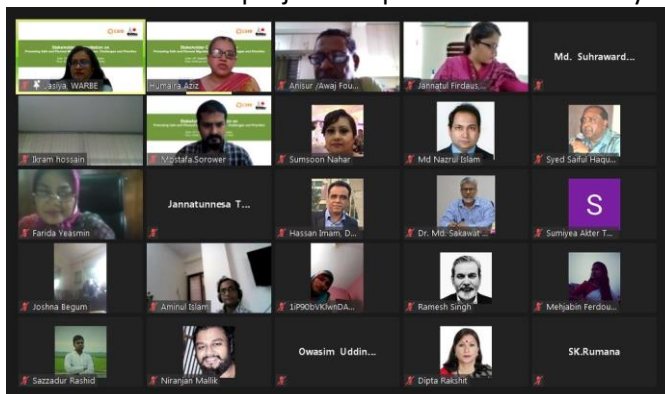
- **Partnership:** CARE and WARBE DF have formalized their partnership for the project implementation, which included a revision of the budget to make sure that the respective level of staff and planned activities have the required resources. The governing body members of the organizations have met twice to identify their responsibilities to engage with strategic government institutions.
- **NGO Affairs Bureau Approval:** Prior the project’s official start in, all required formalities were translated and submitted to the national NGO Affairs Bureau on 29 October 2019. Usually the process takes 2-3 weeks, however this time the process took longer than expected. After submission CARE received queries from the NGO Affairs Bureau on 13 November, which were addressed. Eventually, CARE received the official approval from the NGO Affairs Bureau only on 9 February 2020. Reasons for this delay are not known. CARE has continuously followed up with the NGO Affairs Bureau and at some point the request was passed from the Ministry of Foreign Affairs to the Ministry of Labor, which may has prolonged the approval process. Without government approval, activities cannot start to be implemented officially on the ground.
- **ICMPD visit to CARE:** The International Center for Migration Policy Development (ICMPD) Bangladesh Team visited the project team and other relevant stakeholders from 4-5 February 2020. On 4 February 2020, the meeting was organized at the CARE Bangladesh Dhaka Office in which the ICMPD Bangladesh Country Coordinator and ICMPD PO attended, with the CARE Bangladesh Acting CD, ACD Program, Director PEARL, Director Women and Girl’s Empowerment Program and other relevant staff from CARE Bangladesh, as well as the WARBE DF Chairperson, General Secretary, Director and other relevant staff from WARBE DF. The objectives of this meeting was to introduce all implementing partners with each other personally, to receive an overview of each organization’s mandate and experience, to present the project’s geographic reach, target groups, objectives, planned activities, as well as roles and responsibilities to ensure proper communication lines among the organizations for a smooth implementation. ICMPD also shared an overview of their portfolio structure, grant management, and technical assistance. CARE introduced the project’s Log Frame, monitoring and visibility aspects. On 5 February 2020, a meeting with senior officials of the Bureau of Manpower, Employment and Training (BMET) was held to inform about the project’s objectives and planned activities with the objective to build relations and to ensure their support throughout implementation.
- **Recruitment:** All recruitment of CARE and WARBE DF was completed during this reporting period. The CARE Program Manager joined the team on 18 February 2020. The final candidate, who was offered the CARE Project Officer position, rejected last minute. The recruitment process of the new candidate

was put on hold due to the COVID19 induced lockdown and the inability to work at field level but is now completed and the candidate will join in November 2020.

- **Baseline Study:** CARE has conducted baseline study for the project through an external consultant. Objective of the baseline study was to identify the key areas for the empowerment of aspirant women workers from both institutional and community level. This study has also supported to identify current legislation and regulatory framework on labor migration in Bangladesh, highlighting gaps, weaknesses, strengths, opportunities and risks where relevant and also review the institutions' policy making, legislative and regulatory capacity needs. On the other hand, this study has also identified the available women specific services and information at the targeted areas for aspirant women migrant workers to make them informed choices and decisions about migration. The study has provided useful information in regards to the current legislation and regulatory frameworks on labor migration in Bangladesh, capacity needs of the government institutions and aspirant women migrants to ensure safe, orderly and planned migration, as well as recommendations that underline the importance of the project's activities, i.e. providing capacity building, raising awareness, strengthening existing services, and developing and distributing information to the communities through CBOs and information champions. As per the jointly agreed methodology and tools in close coordination with CARE, the consultant collected data from the following target respondents: aspirant female migrant workers and returnee migrant workers from the project locations, representatives from government and non-government Institutions, including BMET, TTC, DEMO, RMRRU, BOAF, BAIRA, IOM, who are currently working in the field of migration in Bangladesh. CARE has reviewed the report internally and consultant has incorporated the feedback and finalized the report. The report was shared with ICMPD with the last interim report. The findings were also shared at the high-level Stakeholder Consultation Meeting (see below).
- **MEAL Plan:** CARE has developed a Monitoring, Evaluation, Accountability, Learning (MEAL) Plan and Performance Measurement Framework following CARE International guidance, in close consultation with CARE Austria. The MEAL Plan describes the MEAL purpose and activities for this project, including an M&E Monitoring Matrix and Data Flowchart. CARE also developed a monthly and quarterly reporting format to track narrative progress of the planned activities, identify challenges, recommendation, lessons learned, and to receive feedback. The final version of MEAL Plan was shared with ICMPD with the last interim report.
- **Communication and Visibility Plan:** Based on the Communication and Visibility (C&V) Guidelines from ICMPD and the European Union, the C&V plan was finalized in close consultation with CARE Austria. The Plan includes all C&V activities and outlines their respective target audience, messages, products, and communication channels. The Plan also includes a monitoring table with a timeline that is being updated and send with each interim report. ICMPD provided useful feedback to the Plan after its submission as part of the last interim report, which are being taken into consideration.
- **Work Plan and Procurement Plan:** The project's work plan and procurement plan were completed jointly with WARBE DF and CARE Austria. The work plan is a living document and will be updated with the project's progress and will also track revisions in the timeline that have to be made to adapt to the COVID 19 context.
- **COVID 19 Contingency Plan:** CARE has shared a COVID 19 contingency plan with ICMPD early April, June and October 2020, which outlined the activities affected by the nationwide lockdown, and how these will be modified to ensure the safety and wellbeing of all staff and beneficiaries, meeting the preventive measures as communicated by the GoB and in line with the WHO guidelines. Fortunately, most activities could continue, as they include tasks that can be done from home, or remotely through conference skype/zoom calls, such as guidelines and modules for trainings/meetings, desk research, baseline study, study on comparative scenario of female migrant workers in South Asia region, selection of women information champions. However, activities that require larger physical gatherings

or presence of government representatives and other stakeholders, had to be put on hold, including community and courtyard meetings and trainings. Those activities could only start from August 2020. In section 2.4, two updated workplans are being submitted, one considers a no-cost extension of three months, for which CARE requests an official approval.

- **Stakeholder Meeting:** A stakeholder meeting was supposed to be held at the end of March 2020, however, due to COVID19 related restrictions had to be postponed and a virtual high-level Stakeholder Consultation titled *Safe and Planned Migration for Women: Challenges and Priorities*, hosted by CARE Bangladesh and WARBE DF, took place on 16 September 2020. The objective of this virtual consultation was to
 - Present an overview of the project's intervention, its challenges and expected impact;
 - Share findings and recommendations of the baseline study that was completed under this initiative;
 - Discuss trends of overseas migration in the context of COVID19 to collect recommendations from all stakeholders for the project's implementation and beyond.



The photo (screen shot) was taken during the virtual session (participants were informed prior the photo was taken)

The virtual consultation created an open room for sharing knowledge, asking questions and to engage in a fruitful discussion resulting in the collection of some recommendations to support efforts in the field of planned and safe migration for the women in Bangladesh.

Participants included: Mr. Ramesh Sing, Country Director and Prabodh Devkota, Assistant Country Director of CARE Bangladesh; Syed Saiful Haque, Chairman, and Jasiya Khatoon, Director of WARBE-DF; Captain Md Ikram Hossain (retd), Country Coordinator, ICMPD Bangladesh; Ms. Golda Myra ROMA, Project Manager – Migrants Rights Protection (MIGRAP), Improving Migration Management in the Silk Routes Countries, Silk Routes Region – Budapest Process, ICMPD; Mr. Alexandru CALOTA, Programme Manager - Migration at the Delegation of the European Union to Bangladesh; Government representatives from Ministry of Foreign Affairs, Bureau of Manpower and Training (BMET) as well as local government representatives from the project's impact area; as well as representatives from the Royal Danish Embassy in Bangladesh, and various NGOs, INGOS, Civil Society Organizations, and media representatives.

Ingr. MD. Shakwat Ali, Director in charge Training, Deputy Director was the Chief Guest on behalf of Mr. Md. Shamsul Alam, Director General of Bureau of Manpower, Employment and Training (BMET). Mr. Nazrul Islam, Director General (MEA) Economic Affairs Wings, Ministry of Foreign Affairs, People's Republic of Bangladesh was the Guest of Honor of the event.

Ms. Humaira Aziz, Director, Women and Girl's Empowerment Program of CARE Bangladesh moderated the event. Md. Mostafa Sorower, Program Manager of CARE Bangladesh delivered presentations about the project and findings of the Baseline Study. Ms. Jasiya Khatoon, Director of WARBE-DF gave a presentation on the COVID19 impact on labour migration.

ANNEX VI

Published media reports of the event:

The Financial Express: Wednesday, September 16, 2020

97pc of women migrant workers unaware of formal services regarding migration

https://thefinancialexpress.com.bd/national/97pc-of-women-migrant-workers-unaware-of-formal-services-regarding-migration-1600264078?fbclid=IwAR1_iUIW2LtHG0wFbCQbwsXRz4ncw7hCYWj1Uo4QyxEEo82n6EnKBTyeZnQ

The Financial Express: Friday, September 18, 2020

Female migration: 97pc aspirants ignorant about formal service

<https://thefinancialexpress.com.bd/home/female-migration-97pc-aspirants-ignorant-about-formal-service-1600318673?amp=true>

The New Nation: Thursday, September 17, 2020

97 pc of women migrant workers unaware of formal services regarding migration

<http://m.thedailynewnation.com/news/263340/97-pc-of-women-migrant-workers-unaware-of-formal-services-regarding-migration>

Migration News: Thursday, September 17, 2020

Female Migrants Need Financial Literacy to Save Remittance

<https://migrationnewsbd.com/news/view/32380/38/Female-Migrants-Need-Financial-Literacy-to-Save-Remittance>

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

The planned activities under this output aim to support the target institutions responsible for providing support and information to migrants to understand women's challenges and gender related issues and to develop guidelines for ensuring women friendly services. The expected result is that these institutions enhance the quality of their services and do more efforts to reach out to women, addressing their unmet needs. Activities planned for this reporting period had to be postponed as per original work plan, due to the COVID 19 related restrictions. Some preparatory continued to set the stage for implementation as soon as the restrictions are lifted. From August 2020, the community level interventions resumed in a limited scale.

Indicator	Target	Level of achievement
1.1 Op 1.1 # of information materials on safe migration and government services disseminated	1000 Pcs	In Progress. <i><u>As per revised work plan (till April 2021) this activity will be completed by January 2021.</u></i> <i><u>As per revised work plan (till July 2021- proposed NCE) this activity will be completed by January 2021.</u></i>

1.2 Op 1.2 # of revised curriculum for domestic workers to be imparted by BMET	At least one revised curriculum	<p>Not yet started.</p> <p><u>As per revised work plan (till April 2021) this activity will be completed by January 2021.</u></p> <p><u>As per revised work plan (till July 2021-proposed NCE) this activity will be completed by February 2021.</u></p>
1.3 Op 1.3 # of TOT conducted for BMET and TTC staff	At least 1-2 ToT	<p>Identification of participants is in progress.</p> <p><u>As per revised work plan (till April 2021) this activity will be completed by February 2021.</u></p> <p><u>As per revised work plan (till July 2021-proposed NCE) this activity will be completed by February 2021.</u></p>
1.4 Op 1.4 # of recommendations made from advocacy meetings for improving services	At least 1-2 ToT	<p>Case collection is in progress.</p> <p><u>As per revised work plan (till April 2021) this activity will be completed by February 2021 (partially, not reaching the full target).</u></p> <p><u>As per revised work plan (till July 2021-proposed NCE) this activity will be completed by May 2021.</u></p>
1.5 Op 1.5 # of stakeholders mobilised through advocacy activities.	At least 30 stakeholders mobilized	<p>In progress.</p> <p>A total of 41 cases were collected during the reporting period for advocacy purposes.</p> <p><u>As per revised work plan (till April 2021) this activity will be completed by January 2021 (not reaching the planned target, only partially).</u></p> <p><u>As per revised work plan (till July 2021-proposed NCE) this activity will be completed by June 2021.</u></p>

1.6 Op 1.6 # of annual dialogues sessions/meetings organized between aspirant migrant women and returnees.

Two annual dialogues sessions/meetings

Guideline development for annual dialogue is in progress.

As per revised work plan (till April 2021) this activity will be completed by March 2021. (1 dialogue is planned in Jan '21, the other one in March '21)

As per revised work plan (till July 2021-proposed NCE) this activity will be completed by May 2021. (allowing more space between the two annual dialogues, to get more people engaged)

A 1.1: Development of Information Package

- The production of one flipchart for undertaking courtyard meetings is in progress and will be finalized in December 2020, and shared with ICMPD. The flipchart explains the migration process with a specific focus on gender-responsiveness and include nice illustrations.



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

A pocket booklet in Bangla for beneficiaries that includes guidance on life skills and overall migration process will be developed and distributed to potential women migrants after the life-skill based pre-decision training and through DEMO (activity is linked to Output 3). A one-pager summarizing the project objective and activities for advocacy purposes was drafted in English and shared with ICMPD with the first interim report. It is planned that the one-pager (in English and Bangla) will be printed in December 2020 and shared among stakeholders.

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

- Not yet started.

A 1.3: Conduct TOT for BMET & TTC

- Identification of participants for the ToT from the relevant stakeholders (BMET and TTC) is in progress. Trainings will be held in the next reporting period.

A 1.4: Evidence based advocacy meetings at upazila level

- The purpose of these advocacy meetings is to identify and raise the migration related agenda in the Upazila Parishad monthly meetings, to discuss ways to functionalize the migration corners at Union Digital Centers (UDCs), and to develop action plans to resolve issues faced by women in the community. This group will advocate for reconstituting the mandate of the anti-trafficking committees (union level) to include safe migration. The advocacy meetings aim to help generate support from the upazila administration for the implementation of the project. During the reporting period and COVID 19 lockdown, the project team started to work remotely on collecting evidence of good practices and critical cases, which was finalized in October 2020. The evidence based advocacy meetings were originally planned in April but due to COVID19 had to be moved to the end of December 2020. During the reporting period, the project has collected 41 cases from two of its designated working areas, Nawabganj and Keraniganj, Dhaka.

A 1.5: Advocacy meetings with stakeholders at district level

- The main purpose of the meetings will be to enable dialogue between institutions on addressing complaints from women and to create links with technical centers to improve training quality, reduce fraudulent practices of middlemen and challenges in accessing other services. The meeting is planned to be presided by the District Commissioner and to be attended by representatives from the District Commissioners Office (Probashi Kallayan Desk), the District Employer and Manpower Office, Private sector stakeholders (private technical centers), Travel Agencies, Technical Training Centres (TTCs), Media and Civil Society Organizations, as well as selected returnee and aspirant female migrants. During the reporting period, the project team started to conduct a desk review for identifying relevant recommendations. The advocacy meetings at district level will start from January 2021.

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

- The purpose of this national reflection meetings between the GoB and migrants is to create a space for prospective and returnee female migrants to voice their concerns and talk about the challenges and successes they have experienced. The aim is to sensitize policy makers and to enhance responsiveness of the institutions. The guideline for conducting the annual dialogue sessions was started. The guideline will also address the current COVID 19 situation, including recommendations on how to implement the project interventions like meetings, workshops and trainings applying the necessary preventative measures, following the regulations and recommendations of the GoB and WHO. The guideline development for annual dialogue is in progress, and out of 2 dialogues, the first one will take place in January 2021.

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

The planned activities under this output aim at creating space for dialogue with national level policy makers to generate policy actions that safeguards women's rights in the process of migration. Activities include advocating for the implementation of the Global Compact on Migration (GCM) in particular those objectives relevant to women, the ratification of the ILO Convention 189, and providing policy recommendations on safe and planned migration to the CEDAW Committee. A desk study analyzing a comparative scenario of female migrant workers in South Asia, as well as a case study book capturing first-hand narratives of migrant women will be developed to advocate for better institutional responses to safeguard interests of women and reduce their vulnerability to exploitative migration. The knowledge generated will be presented in a roundtable dialogue with key stakeholders and experts to be published in a leading national daily newspaper to generate broad support. During the reporting period, the desk study started and is expected to be finalized in December 2020. The remaining activities are planned to be conducted in the upcoming reporting period.

Indicator	Target	Level of achievement
Op 2.1 # of key recommendations placed with CEDAW committee in Bangladesh for reflection in Bangladesh Shadow Report.	At least 3-5 recommendations	Not yet started. <u>As per revised work plan (till April 2021) this activity will be completed partially by March 2021.</u> <u>As per revised work plan (till July 2021- proposed NCE) this activity will be completed by July 2021.</u>
Op 2.2 # of dialogues with key civil society actors and policy makers on C189 and GCM.	At least 2-3 dialogues	Not yet started. <u>As per revised work plan (till April 2021) this activity will be completed partially (50% of the planned target) by March 2021.</u> <u>As per revised work plan (till July 2021- proposed NCE) this activity will be completed by June 2021.</u>
Op 2.3 # of case story based books published.	One case story book	Not yet started. <u>As per revised work plan (till April 2021) this activity will be completed by February 2021.</u> <u>As per revised work plan (till July 2021- proposed NCE) this activity will be completed by April 2021.</u>

Op 2.4 # of desk studies conducted on comparative scenario of female migrant workers in South Asia region.	One desk study	In progress. <u>As per revised work plan (till April 2021) this activity will be completed by December 2020.</u> <u>As per revised work plan (till July 2021- proposed NCE) this activity will be completed by December 2020.</u>
Op 2.5 # of round-table dialogues on key issues from case-story book and study findings.	One round table	Not yet started. <u>As per revised work plan (till April 2021) this activity will be completed by January 2021.</u> <u>As per revised work plan (till July 2021- proposed NCE) this activity will be completed by January 2021.</u>

A 2.1: Advocacy meetings with CEDAW Committee:

- This activity had to be postponed and will start in the upcoming reporting period.

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

- This activity had to be postponed and will start in the upcoming reporting period.

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

- Planned for the next reporting period.

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

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

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

- Planned for the next reporting period.

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

The activities under this output include awareness and capacity building initiatives so that potential and aspirant women migrants have increased awareness of and are well-informed about safe migration processes and their right to decent work and are empowered to take informed decisions. Activities include community and courtyard meetings, the use of women information champions, pre-decision life skills training for aspirant migrant women, as well as video screening sessions. During this reporting period, the content and guidelines for the community and courtyard meetings, as well as the content of the life-skills training and women information champions training were developed and finalized. Women information champions were identified, selected and capacity building training was completed. As soon as COVID19 restrictions were a little lifted, from August 2020, community meetings were organized at union level for community mobilization.

Indicator	Target	Level of achievement
Op 3.1 # of community meetings conducted at union level for community mobilization	At least 10 community meetings	In progress. During the reporting period a total of 7 meetings were held. <u>As per revised work plan (till April 2021) this activity will be completed by December 2020.</u> <u>As per revised work plan (till July 2021- proposed NCE) this activity will be completed by December 2020.</u>
Op 3.2 # of women champions capacitated on disseminating information on safe migration	30 trained women champions	Completed. All 30 women were trained.
Op 3.3 # of women trained at union level on life skills based pre-decision	600 women	The training module development is in progress. <u>As per revised work plan (till April 2021) this activity will be completed by March 2021 (50% of the planned target)</u> <u>As per revised work plan (till July 2021- proposed NCE) this activity will be completed by June 2021.</u>

Op 3.4 # of women reached at court yard meetings at village level on safe migration and decent work	2,400 Women (120 court yard meetings)	<p>In progress.</p> <p><u>As per revised work plan (till April 2021) this activity will be completed by March 2021. (46 meetings out of 75 meetings planned)</u></p> <p><u>As per revised work plan (till July 2021- proposed NCE) this activity will be completed by June 2021.</u></p>
Op 3.5 # of women attending video screening sessions in targeted locations	At least 10,000 women	<p>Not yet started.</p> <p><u>As per revised work plan (till April 2021) this activity will be completed partially by March 2021.</u></p> <p><u>As per revised work plan (till July 2021- proposed NCE) this activity will be completed by June 2021.</u></p>

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

- The project planned to organize a total of 10 community meetings at union level (covering all 10 unions of the 2 Upazilas covered by the project) to identify families of migrant workers and aspiring female migrants. The purpose of the meetings is to provide the women and their families with information on the project’s objectives and activities to generate their commitment participating in the project and support from the community.



Photo credit: Nayan Kar/CARE
Caption: Participants at the community meeting, Keraniganj, 05.11.20



Photo Credit: Nayan Kar/CARE
Caption: Participants at the community meeting, Nawabganj, 05.11.20

During the reporting period, the guidelines for community meetings were developed and finalized. A total of 7 community meetings were held, covering 242 participants (188 female, 54 male). The center-in charge provided all information to the participants, related to the project, safe and regular migration, gender based violence, etc.. Participants were 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.

Once the meetings were over, evident changes in the attitude of the participants could be observed. For instances, 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 to bring back stranded migrants abroad, etc.. The information champions and center in-charge answered all their queries followed by referral contacts. Participants in each meeting included on average 5 to 10 returnee migrants and aspirant migrants, the rest were women who had a general interest, which grew stronger after the meeting. There were some prospective migrants in the groups who had their visas and air tickets ready but the process was barred due to COVID19. They mentioned that they would migrate once the situation improves and were promised of further help by the center in-charges and information champions if required.

The women information champions assisted the center in-charge with organizing the meetings by choosing venues, selecting participants, as well as by answering queries from the participants. They attended the meetings actively and are regularly doing follow-ups with those women. As per the meeting results, mobilizing the participants would require regular follow ups including collecting cases of critical and good practices, engaging them in CBO activities as well as in the upcoming court-yard meetings.

A 3.2: Training of women information champions:

- The project has selected a total of 30 women who will act as information champions in the project's communities. The purpose of the training is to equip these women with practical knowledge on topics like gender, facilitation skills, associated risks and consequences of unsafe migration, and safe migration services. During the reporting period, the final selection of 30 Women Information Champions as well as the development of training content was completed. As soon as the COVID19 situation became a little better, in September 2020, the project completed all women information champion trainings, equipping all 30 women with the needed knowledge on safe migration, gender and migration, migration related laws, forming CBOs, organizing court yard and community meetings (see activity 3.1 above) and many more. The women information champions will work at the community level to disseminate information, connect workers and their families with partner NGOs, CBOs and local level service providers. For example, they will support the referral service at the Union Digital Centers (see activity 4.1). Through building a relationship of trust and openness, they shall become a community resource through whom women will continue to receive access to information.



Photo credit: WARBE DF
Caption: A participant is volunteering at women information champions' training at Keraniganj



Photo credit: WARBE DF
Caption: Information Champions are being briefed about migration related laws and CBO formation at Nawabganj

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

- CARE will support WARBE DF to develop a module and conduct training for potential 600 women migrants from the working communities. The module topics will include basic information about migration and available services, information about countries of destinations, dignified work and harassment at workplace, economic and social cost-benefit analysis, communication and leadership skills, and stress management. All the trainings will be participatory in nature so that women can learn and step into exchange in a safe environment, and take informed decisions to plan their future. The purpose of the training is to strengthen the women's confidence for taking informed decisions and to access migration related services from the available institutions. During the reporting period CARE has conducted a one-day meeting (remotely via skype) with WARBE DF to discuss the content of the training module and principles for developing the training methodologies. The content of the training module was finalized, and the recruitment of the consulting agency to develop the training module is in progress. The module is expected to be finalized in December 2020 and the training is planned to start from January 2021.

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

- The project plans to organize 120 courtyard meetings at the para (community) level in the villages in a way women feel safe and comfortable in participating. These informal meetings will target aspirant and potential women migrants, and members of their families to discuss gains and risks associated with migration and available services for migration and real life positive and negative experiences of migration. The purpose of these gatherings is to contribute to an informed planning for safe migration through developing a realistic understanding of the process. These women will also be encouraged to join the life skill-based pre-decision training where they will receive further intensive capacity building support (see activity 3.3). During the reporting period, CARE has completed the guidelines for the courtyard meetings, and the development of the flipchart for these meetings is in progress and will be completed in December 2020 (see activity 1.1). The courtyard meetings are planned to start from December 2020.

A 3.5: Develop video documentation and conduct screening sessions:

- During the reporting period, it was agreed to work with ICMPD on finalizing the video. CARE suggests to produce an animated video on topics such as violence against migrant women at work; and/or the role of the middle men: how women can avoid exploitation. It was agreed that the TOR for the video will be shared with ICMPD for their input and to produce a higher quality product.

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

The activities under this output aim to mitigate the gap of access to information and other services by establishing referral procedures at the union and upazila level, and women's network through CBOs which will increase demand for institutional services. The purpose is to create institutional responsiveness for extending women's friendly migration services. During the reporting period, consultations were held with the Union Digital Centers (UDCs) on how and when the establishment can take place. Due to the COVID 19 related restrictions the establishment of the information corners was delayed but 7 out of 10 could be established within the reporting period. Capacity building of the UDC entrepreneur and women information

champions for these UDCs also took place.

During the reporting period, the CBO formation guidelines were completed, and the forming of two CBOs in the project's Upazilas is in progress. Those CBOs are being formed with women returnee migrants or those of families with migration experience. So far, 10 members from both Upazillas were recruited, and it is envisaged to complete the recruiting process by the end of December. The CBO training content on migration, gender, women's rights and workers' rights issues is completed.

Indicator	Target	Level of achievement
Op 4.1 # of safe migration corners established at Union Digital Centers/Union Parishad	10 safe migration corners	In progress. 7 out of 10 are established. <i><u>As per revised work plan (till April 2021) this activity will be completed by December2020.</u></i> <i><u>As per revised work plan (till July 2021-proposed NCE) this activity will be completed by December 2020.</u></i>
Op 4.2 # of UDC entrepreneurs trained	At least 10 UDC entrepreneurs	Completed. 10 UDC entrepreneurs (1 / UDC) trained.
Op 4.3. # of CBOs formed and functionalized	At least 2 CBOs	In progress. <i><u>As per revised work plan (till April 2021) this activity will be completed by March 2021.</u></i> <i><u>As per revised work plan (till July 2021-proposed NCE) this activity will be completed by March 2021.</u></i>
Op 4.4 # of CBO members trained on migration and gender	At least 26 CBO members	In progress. <i><u>As per revised work plan (till April 2021) this activity will be completed partially by March 2021.</u></i> <i><u>As per revised work plan (till July 2021-proposed NCE) this activity will be completed by March2021.</u></i>

Op 4.5 # and types of actions taken by CBOs to facilitate safe migration for women	At least 2-3 actions	In progress. <u>As per revised work plan (till April 2021) this activity will be completed by December 2020.</u> <u>As per revised work plan (till July 2021-proposed NCE) this activity will be completed by December 2020.</u>
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	In progress. <u>As per revised work plan (till April 2021) this activity will be completed partially by March 2021.</u> <u>As per revised work plan (till July 2021-proposed NCE) this activity will be completed by June 2021.</u>

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

- The project plans to establish one migration information corner in each of the 10 Union Digital Centers (UDCs) that will be supported by one volunteer entrepreneur from the UDC and three women information champions. These corners will provide information on safe migration, facilitate the Bureau of Manpower Employment and Training (BMET) registration process through UDC entrepreneurs, conduct referrals for accessing services, conduct family/women counselling and lodge online complaints. During the reporting period and COVID19 situation, CARE has conducted consultations via phone with the UDCs to prepare the set-up. So far, 7 out of 10 migration corners are ready set-up at 7 UDCs. Pictures are currently being taken and can be provided in the next interim report.

A 4.2 Capacity building of Union Digital Center entrepreneurs:

- The Union level Digital Entrepreneurs will be capacitated to provide safe migration information services and facilitating referral linkages. Through this training, entrepreneurs will also receive an understanding on the online registration process of BMET. During the reporting period, on 30 October 2020, the project delivered one capacity building and training event for the UDC entrepreneurs (9 men and 1 woman) from the 10 UDCs (each UDC has one entrepreneur). Together with the women information champions, they possess the necessary knowledge and tools to deliver migration services and respective referrals.



Photo Credit: WARBE DF

Caption: Capacity building training session of UDC entrepreneurs.



Photo Credit: WARBE DF

Caption: Capacity building training session of UDC entrepreneurs.

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

- The project will establish two CBOs, one in each project working Upazilas (Keraniganj and Nawabganj). In Keraniganj, there was one CBO already functioning but new members needed to be recruited to make sure that the members represent all unions covered by the project. Those CBOs are being formed with women returnee migrants or those of migrant families. During the reporting period, the CBO formation guidelines were completed, and the forming of the CBOs is in progress. So far, 10 members from both Upazillas were recruited, and it is envisaged to complete the recruiting process by the end of December. For their selection, CBO members need to fulfill the following criteria:
 1. They are women
 2. Either they are returnee migrants or members of a migrant family
 3. They are willing to spontaneously serve for the purpose of ensuring and promoting safe migration among their communities
 4. They agree to receive training under the project and cooperate voluntarily as required

Once the mandate is agreed and formation officially finalized, the CBOs will undertake initiatives to become self-sustained organizations. The project will facilitate processes to capacitate the CBOs in managing and coordinating their activities.

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

- The project will organize a specialized training for the members of the CBOs on women migration, gender, women's rights and workers' rights issues. The training will be followed up by the development of advocacy plans and networking support so that they can become vibrant and effective leaders to raise their voice at different levels. During the reporting period, CARE completed the training content/guideline as planned. Once the CBOs are formed, the trainings will be held. For the first CBO it is taking place in January 2021 and for the second CBO ins March 2021.

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

- The project will engage both Union Parishads (UPs) and Union Digital Centers to provide information and other related services to migrant workers, and will therefore train UP Secretaries and UDC entrepreneurs from the two Upazilas selected for the project. All 10 UPs and UDCs will be involved in the intervention, and a common training session will be organized. The training will develop an understanding on the basic concepts related to migration, female migration and Bangladesh, vulnerabilities of women workers, human rights and worker rights, including basic communication skills for providing information. The trainings will be participatory in nature and will include role play sessions to train participants to proactively be able to support women and the project initiatives. The development of training content is in progress, and the training is planned to take place in December 2020.

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 will facilitate linkage 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, Union Digital Centers (UDC) and others to ensure the above mentioned services. The project is implementing activities to ensure the cooperation among these stakeholders, e.g. district level and upazila level evidence based advocacy meetings will be held to facilitate cooperation among the district and upazila level government stakeholders. Through these event, migrants will be able to directly communicate with the government service providers, expressing their concerns, which aims to strengthen cooperation between the migrant communities and local stakeholders. Annual dialogues will also be organized between the migrant communities and stakeholders at national level (see activities 1.4, 1.5, 1.6). The project will also seek to create partnerships with legal aid service providers and other CSOs so that migrants can avail services within the community. These include the CBOs formed and trained through this project with migrant members, as they are directly accessible at 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 soon as the CBOs are formed, and all UDC migration comers are established and operational, the referral services will start from December 2020.

2.3. Revised Log Frame

While preparing the project’s MEAL Plan and Performance Measurement Framework, it was found that the indicator 4.5 as reflected in the proposal: “# and types of actions taken by CBOs to facilitate safe migration for women” needed to be revised as it was not well aligned with the respective activity. The indicator is now being replaced with the following: “# and types of actions by UP Secretary and UDC entrepreneurs to facilitate safe migration for women”, as highlighted in yellow below.

Another mistake was spotted, concerning the indicator 4.2, only 10 UDC entrepreneurs were planned to be trained (as correctly mentioned in the proposal and budget). There is only one entrepreneur per UDC, and the project covers 10 UDC, which makes the target figure 10 (and not 30). Corrected, and highlighted in yellow below.

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

2.4. Updated Action Plan³

Action plan from 1 November 2020 to 30 April 2021 (in case the requested no-cost extension cannot be approved)

As discussed during the meeting on 23 October 2020 at ICMPD Vienna Office, CARE is herewith submitting 2 workplans. 1 reflecting the timeline in case no no-cost-extension can be approved (until the end of April 2021), and 1 reflecting the timeline with a 3-months no-cost extension (until end of July 2021).

As part of this report, CARE is officially requesting for the 3-months no cost extension, as it would enable the project to catch up on the 5 months delay caused by the COVID19 restrictions, which made any interventions at community level impossible (from April – August 2020). The no-cost extension would also enable the project to reach the target beneficiary figures and to do the needed advocacy work with stakeholder. Otherwise, without a no-cost extension, all trainings and meetings have to be squeezed into 6 months, instead of 11 months, which will stretch the capacities of volunteers and field staff. E.g. instead of 120 court yard meetings only 75 can take place in this compressed time, reaching only around 1,500 women instead of around 2,400 women. Reaching the planned 3,000 aspirant women is very unlikely. Combined with the fact that until now, the interest of women to migrate is still low due to the prevailing COVID19 situation and related travel restrictions. However, it is expected that interest picks up soon, as the Government's economy and families' incomes heavily depend on migrating abroad for work. A no-cost extension until July 2021 would enable the project to continue as it was planned, catching up the time that was put on hold by the pandemic. In case restrictions will again intensify at community level, the project will follow its contingency plan.

Number	Activity	Year 2020		Year 2021				Implementing body
		Nov	Dec	Jan	Feb	Mar	Apr	
Activity 0.1	Project Induction Workshop							
	Preparatory meeting with WARBE DF, CARE & ICMPD							CARE Bangladesh & WARBE DF
	Individual meeting with RMMRU, BOAF, BASTOB							CARE Bangladesh & WARBE DF
	Introduction of the project with selected key national stakeholders							CARE Bangladesh & WARBE DF
	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							
Activity 1.1:	Development of Information Package							
	Review contents of existing materials (flip chart and book let)							CARE Bangladesh

³ This plan will cover the financial period between the interim report and the next report.

	Design and publish flip chart and booklet							CARE Bangladesh
Activity 1.2	Review govt. training curriculum for addressing women and gender issues							
	Consultation with stakeholders (ILO, IOM, BRAC, OKUP, BOMSA, BNSK)							CARE Bangladesh
	Consultation with BMET, DEMO and TTC							CARE Bangladesh
	Recommendation of content and tools with BMET and TTC							CARE Bangladesh
	Follow up meeting for inclusion							CARE Bangladesh
Activity 1.3	Conduct ToT for BMET and TTC							
	Identify participants							CARE Bangladesh
	Conduct ToT							CARE Bangladesh
	Follow up meetings with ToT Participants							CARE Bangladesh
Activity 1.4	Evidence based advocacy meetings at upazila level							
	Collect evidence of good practices and critical cases							Center-in-Charge & Champions of WARBE DF
	Organize evidence based advocacy meetings		2	2	1			Center-in-Charge & Champions of WARBE DF
	Follow up on recommendation/action plan with key stakeholders							Project Officer & Center-in-Charge of WARBE DF
Activity 1.5	Advocacy meetings with stakeholders at district level							
	Identify relevant recommendations from upzila level advocacy meeting and feedback on quality of training from local level stakeholders (UDC, Information Champions, CBOs, UP)							PO of WARBE DF
	Conduct advocacy meeting on recommendations and agree on action plan				1			PC & PO of WARBE DF

	Follow up on recommendation/action plan with key stakeholders							PC & PO of WARBE DF
Activity 1.6	Organization of annual dialogue sessions/meetings between migrants and government officials/relevant stakeholders							
	Develop a guideline for annual dialogue							CARE Bangladesh and WARBE DF
	Identify migrant workers from project location and other organization							Center-in-Charge & Champions of WARBE DF
	Conduct dialogue and follow up			1		1		Center-in-Charge & Champions of WARBE DF
	Output 2: Policy makers and civil society are equipped with knowledge on the implementation of international commitments and areas to be addressed through national commitments							
Activity 2.1	Advocacy meetings with CEDAW Committee							
	Develop a brief on women and migration in light of CEDAW							CARE Bangladesh
	Consultation on brief with CEDAW Committee members					1		CARE Bangladesh
	Participating in preparing CEDAW Committee shadow reporting							CARE Bangladesh
Activity 2.2	Advocacy meetings on ILO convention C189 and GCM							
	Identify gaps in addressing C 189 and GCM in national migration policy, act, rules and administrative procedures related to migration							CARE Bangladesh
	Meeting on findings with allies on recommendations			1		1		CARE Bangladesh
	Follow up meetings on recommendations							CARE Bangladesh
Activity 2.3	Launch and publishing of case study report of Women Migrant Workers							
	Develop methodology for case study report							CARE Bangladesh
	Conduct study to prepare case study report							CARE Bangladesh
	Organize launching event for case study report				1			CARE Bangladesh

Activity 2.4	Desk Study on comparative scenario of female migrant workers in South Asia region							
	Develop ToR to conduct a desk study							CARE Bangladesh
	Agree on methodology							CARE Bangladesh
	Conduct desk study							CARE Bangladesh
	Disseminate study findings							CARE Bangladesh
	Finalize the desk study report							CARE Bangladesh
	Disseminate the study report to south Asia regional actors							CARE Bangladesh
Activity 2.5	Round-table dialogue on case-story and study findings with key stakeholders							
	Organize a roundtable with ProthomAlo and Key stakeholders				1			CARE Bangladesh
Output 3: 3000 prospective women migrants at union level have access to information on safe migration and decent work								
Activity 3.1	Organize Community Meetings at Union level for community mobilization							
	Develop a guideline for conducting meeting							PC & PO of WARBE DF
	Organize Community Meetings		3	2				Center-in-Charge & Champions of WARBE DF
Activity 3.2	Training of women information Champions							
	Select women information champions through community meeting and group consultation							Center-in-Charge & Champions of WARBE DF
	Develop training content for women information champions							WARBE DF
	Conduct training and follow up							PC & PO of WARBE DF
Activity 3.3	Life skills based pre-decision orientation on safe migration, risk & vulnerabilities, women empowerment, rights & legal support, communication etc.							

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

	Disseminate information of migration corners							UDC Entrepreneur, Champions & Center Incharge of WARBE DF
Activity 4.2	Capacity building of Union Digital Center entrepreneurs							
	Develop a training curriculum for UDC entrepreneurs							WARBE DF
	Conduct training							WARBE DF
	Follow up with UDC entrepreneurs							WARBE DF
Activity 4.3	Forming and functionalizing of CBOs of migrants at Upazila level							
	Prepare guideline for new CBOs and hold consultation for existing CBOs							WARBE DF
	Develop capacity building plan for CBOs							WARBE DF
	Organize training for CBOs		1			1		WARBE DF
Activity 4.4	Training on Migration and Gender for CBOs' members/leaders							
	Prepare Guideline							WARBE DF
	Organize training for CBOs			1		1		WARBE DF
	Follow up							WARBE DF
Activity 4.5	UDC training for UP Secretary and UDC entrepreneurs on safe migration							
	Prepare Guideline							WARBE DF
	Organize training		1					WARBE DF
	Follow up							WARBE DF
Activity 4.6	Establishing Referral Linkage for Migration related Service, information and support at BMET, DEMO, TTC, UDC and Others							
	UDC and CBO Memebers provide referral linakeges for migration related services							UDC Entrepreneur, Champions & Center-in-charge

Action plan from November 2020 to July 2021 (including the requested no-cost extension period of 3 months)

Number	Activity	Year 2020		Year 2021							Implementing body	
		Nov	Dec	Jan	Feb	Mar	Apr	May	June	July		
Activity 0.1	Project Induction Workshop											
	Preparatory meeting with WARBE DF, CARE & ICMPD											CARE Bangladesh & WARBE DF
	Individual meeting with RMMRU, BOAF, BASTOB											CARE Bangladesh & WARBE DF
	Introduction of the project with selected key national stakeholders											CARE Bangladesh & WARBE DF
	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											
Activity 1.1:	Development of Information Package											
	Review contents of existing materials (flip chart and book let)											CARE Bangladesh
	Design and publish flip chart and booklet											CARE Bangladesh
Activity 1.2	Review govt. training curriculum for addressing women and gender issues											
	Consultation with stakeholders (ILO, IOM, BRAC, OKUP, BOMSA, BNSK)											CARE Bangladesh
	Consultation with BMET, DEMO and TTC											CARE Bangladesh
	Recommendation of content and tools with BMET and TTC											CARE Bangladesh
	Follow up meeting for inclusion											CARE Bangladesh
Activity 1.3	Conduct ToT for BMET and TTC											

	Identify participants										CARE Bangladesh
	Conduct ToT										CARE Bangladesh
	Follow up meetings with ToT Participants										CARE Bangladesh
Activity 1.4	Evidence based advocacy meetings at upazila level										
	Collect evidence of good practices and critical cases										Center-in-Charge & Champions of WARBE DF
	Organize evidence based advocacy meetings		2	1	1	2	1	1			Center-in-Charge & Champions of WARBE DF
	Follow up on recommendation/action plan with key stakeholders										Project Officer & Center-in-Charge of WARBE DF
Activity 1.5	Advocacy meetings with stakeholders at district level										
	Identify relevant recommendations from upzila level advocacy meeting and feedback on quality of training from local level stakeholders (UDC, Information Champions, CBOs, UP)										PO of WARBE DF
	Conduct advocacy meeting on recommendations and agree on action plan				1				1		PC & PO of WARBE DF
	Follow up on recommendation/action plan with key stakeholders										PC & PO of WARBE DF
Activity 1.6	Organization of annual dialogue sessions/meetings between migrants and government officials/relevant stakeholders										
	Develop a guideline for annual dialogue										CARE Bangladesh and WARBE DF
	Identify migrant workers from project location and other organization										Center-in-Charge & Champions of WARBE DF
	Conduct dialogue and follow up			1					1		Center-in-Charge & Champions of WARBE DF

Output 2: Policy makers and civil society are equipped with knowledge on the implementation of international commitments and areas to be addressed through national commitments											
Activity 2.1	Advocacy meetings with CEDAW Committee										
	Develop a brief on women and migration in light of CEDAW										CARE Bangladesh
	Consultation on brief with CEDAW Committee members								1		CARE Bangladesh
	Participating in preparing CEDAW Committee shadow reporting										CARE Bangladesh
Activity 2.2	Advocacy meetings on ILO convention C189 and GCM										
	Identify gaps in addressing C 189 and GCM in national migration policy, act, rules and administrative procedures related to migration										CARE Bangladesh
	Meeting on findings with allies on recommendations				1				1		CARE Bangladesh
	Follow up meetings on recommendations										CARE Bangladesh
Activity 2.3	Launch and publishing of case study report of Women Migrant Workers										
	Develop methodology for case study report										CARE Bangladesh
	Conduct study to prepare case study report										CARE Bangladesh
	Organize launching event for case study report							1			CARE Bangladesh
Activity 2.4	Desk Study on comparative scenario of female migrant workers in South Asia region										
	Develop ToR to conduct a desk study										CARE Bangladesh
	Agree on methodology										CARE Bangladesh
	Conduct desk study										CARE Bangladesh
	Disseminate study findings										CARE Bangladesh

	Finalize the desk study report										CARE Bangladesh
	Disseminate the study report to south Asia regional actors										CARE Bangladesh
Activity 2.5	Round-table dialogue on case-story and study findings with key stakeholders										
	Organize a roundtable with ProthomAlo and Key stakeholders			1							CARE Bangladesh
	Output 3: 3000 prospective women migrants at union level have access to information on safe migration and decent work										
Activity 3.1	Organize Community Meetings at Union level for community mobilization										
	Develop a guideline for conducting meeting										PC & PO of WARBE DF
	Organize Community Meetings	3	2								Center-in-Charge & Champions of WARBE DF
Activity 3.2	Training of women information Champions										
	Select women information champions through community meeting and group consultation										Center-in-Charge & Champions of WARBE DF
	Develop training content for women information champions										WARBE DF
	Conduct training and follow up										PC & PO of WARBE DF
Activity 3.3	Life skills based pre-decision orientation on safe migration, risk & vulnerabilities, women empowerment, rights & legal support, communication etc.										
	One day meeting with CARE and WARBE to finalize the content of training and principles for developing training methodologies										CARE Bangladesh and WARBE DF
	Develop module for life skill training										CARE Bangladesh and WARBE DF
	Finalize module										CARE Bangladesh and WARBE DF
	Orientation of module for trainers										CARE Bangladesh and WARBE DF

	Conduct training and follow up				3	4	4	4	4	1		CARE Bangladesh and WARBE DF
Activity 3.4	Conduct 120 court yard meetings on safe migration including returnee migrants											
	Prepare a guideline for court yard meetings											CARE Bangladesh and WARBE DF
	Half day orientation on conducting court yard meeting with women information champions and center in charge											WARBE DF
	Hold regular court yard meeting			10	12	12	12	12	12	5		Champions & Center-in-charge
Activity 3.5	Develop video documentation and conduct screening sessions											
	Identify topics for video documentations											CARE Bangladesh
	Conduct video documentation											CARE Bangladesh
	Hold video screening sessions											CARE Bangladesh
	Output 4: CBOs and Union Digital Centers have improved capacity to facilitate services to aspirant women migrants at national/district/sub-district level											
Activity 4.1	Establishing Migration Corners at UDCs (Union Digital Centers)											
	Consultation with UDC Members											PC, PO & Center Incharge of WARBE DF
	Set up of migration corners		4	3								PO, Champions & Center Incharge of WARBE DF
	Disseminate information of migration corners											UDC Entrepreneur, Champions & Center Incharge of WARBE DF
Activity 4.2	Capacity building of Union Digital Center entrepreneurs											
	Develop a training curriculum for UDC											WARBE DF

	entrepreneurs										
	Conduct training										WARBE DF
	Follow up with UDC entrepreneurs										WARBE DF
Activity 4.3	Forming and functionalizing of CBOs of migrants at Upazila level										
	Prepare guideline for new CBOs and hold consultation for existing CBOs										WARBE DF
	Develop capacity building plan for CBOs										WARBE DF
	Organize training for CBOs		1			1					WARBE DF
Activity 4.4	Training on Migration and Gender for CBOs' members/leaders										
	Prepare Guideline										WARBE DF
	Organize training for CBOs			1			1				WARBE DF
	Follow up										WARBE DF
Activity 4.5	UDC training for UP Secretary and UDC entrepreneurs on safe migration										
	Prepare Guideline										WARBE DF
	Organize training		1								WARBE DF
	Follow up										WARBE DF
Activity 4.6	Establishing Referral Linkage for Migration related Service, information and support at BMET, DEMO, TTC, UDC and Others										
	UDC and CBO Memebbers provide referral linakeges for migration related services										UDC Entrepreneur, Champions & Center-in-charge

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

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

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

the District Employer and Manpower Office, Private sector stakeholders (private technical centers), Travel Agencies, TTCs, Media and CSOs will participate. The main objective of the meetings will be to enable dialogue between institutions on addressing complaints from women and to create links with technical centers to improve training quality, reduce fraudulent practices of middlemen and challenges in accessing other services. CARE further advocates for the ratification of the ILO Convention 189, which would enable the Government of Bangladesh to more effectively negotiate with countries of destination.

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

- CARE will consult with other actors who are currently working on safe migration issues for the women in Bangladesh to build partnerships and momentum. CARE will conduct advocacy meetings with UN Women, Member NGOs of the CEDAW Committee, Ministry of Women and Child Affairs, and the Ministry of Expatriates' Welfare and Overseas Employment to highlight the challenges of women migrant workers and to feed into recommendations of shadow reports. CARE will also conduct advocacy meetings including the International Labour Organization (ILO), International Organization for Migration (IOM), Bangladesh Institute of Labour Studies (BILS), NGOs working in this area as well as Trade Unions to support advocacy efforts for the ratification of the ILO Convention 189. Furthermore, CARE is now closely coordinating with ICMPD to work more strongly together within and beyond the project, e.g. by linking the union level UDCs, with the central level Migrant Resource Centers (MRCs).

3.4. 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 is to explore practical ways of how to connect the project's Union Digital Centers (UDCs) with ICMPD's central level Migrant Resource Centers (MRCs)⁴ for scaling up existing work on gender responsive pre-departure migration services in collaboration with district/central level actors, to enhance sustainability. It was agreed that any Information Education and Communication material produced by the project will be shared with ICMPD for their capacity building use, to ensure CARE's gender-responsive component is included. UDCs will also be trained to provide referrals to MRCs. ICMPD will support CARE with cases collected from women through the MRCs for advocacy purposes. A video on safe migration is planned to be produced jointly. A Concept Note on possibilities for future collaboration, beyond the project, is attached in Annex 1.

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

- N/A

⁴ <https://www.mrc-bangladesh.org/en/about-us>
 ANNEX VI
 Model narrative and financial report
 ICMPD/2019/SRP-277-006

4. Visibility

- 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 are always being used on every written/visual product as per EU and ICMPD Communication & Visibility (C&V) Guidelines, as well as disclaimer as required. These include Baseline report, MEAL plan, C&V plan, modules, guidelines, presentations (internal and external) and reporting templates.
- To describe the project aims, an introductory communication brief (Bangla and English) was drafted and finalized. They will be printed and distributed in December 2020.
- Photos of community level action and beneficiaries reached were taken and shared with ICMPD. Those shared all have consent for publication.

Name of the contact person for the Action: Stella Szonn, Program Officer, CARE Austria

Signature:



Location:

Vienna, Austria

Date report due:

31 December 2020

Date report sent:

21 December 2020

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