



TERMS OF REFERENCE
INDEPENDENT MID-TERM EVALUATION

(As of 28 September 2018)

Project Title	TRIANGLE in ASEAN: Safe and Fair Labour Migration
Funding Agencies	Australian Government Department of Foreign Affairs and Trade (DFAT) Global Affairs Canada (GAC)
ILO Project Code	RAS/15/05/AUS (DFAT) RAS/16/01/CAN (GAC)
Administrative Unit in charge of the project	ILO Regional Office for Asia and the Pacific (ROAP)
Technical Backstopping Unit	MIGRANT
Project Period	DFAT – November 2015-Nov2025 GAC – January 2016-June 2020
Total Project Budget	DFAT – AUD 20 million GAC – CAD 5.5 million
Type of Evaluation	Independent Mid-Term Evaluation
Evaluation Schedule	September 2018-March 2019
Evaluation Manager	Napaporn Udomchaiporn, Programme Officer Regional Programming Services Unit, ILO ROAP

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List of Acronyms

AFML	ASEAN Forum on Migrant Labour
ASEAN	Association of Southeast Asian Nations
DFAT	Australian Department of Foreign Affairs and Trade
GAC	Global Affairs Canada
ILO	International Labour Organization
M&E	Monitoring and Evaluation
MIGRANT	Labour Migration Branch (ILO)
MRC	Migrant Worker Resources Centres
PAC	National Programme Advisory Committee
ROAP	Regional Office for Asia and the Pacific (ILO)
RPAC	Regional Programme Advisory Committee
SURAC	Sub-regional Advisory Committee on Migration and Anti-Trafficking

I. INTRODUCTION AND RATIONALE

TRIANGLE in ASEAN (2015-2025) is a partnership between the Australian Department of Foreign Affairs and Trade (DFAT), the Global Affairs Canada (GAC), and the International Labour Organization (ILO), with the overall goal of maximizing the contribution of labour migration to equitable, inclusive and stable growth in ASEAN. The Programme is active in six countries (Cambodia, Lao People's Democratic Republic, Malaysia, Myanmar, Thailand and Viet Nam) and engages with all ASEAN member states, working in close cooperation with governments and social partners.

In accordance with the ILO policy and the grant agreements signed with DFAT and GAC, an independent mid-term evaluation is required for the TRIANGLE in ASEAN programme. The evaluation will be carried out from September 2018 to March 2019, applying the criteria agreed upon in the TRIANGLE in ASEAN Monitoring and Evaluation (M&E) plan.

The evaluation will provide an impartial assessment of the performance of the TRIANGLE in ASEAN programme during its initial three years of implementation. The main objectives of this assessment are to determine the progress towards outcomes achieved by the programme, provide recommendations for adjustments to improve the results and identify lessons learned and good practices to support organizational learning.

The ILO *Policy guidelines for results-based evaluation*, DFAT *Monitoring and Evaluation Standards* and GAC *Results-Based Management for International Assistance Programming: A How-to Guide* will provide the framework for carrying out the evaluation. These guidelines adhere to the evaluation norms and standards of the United Nations system, the OECD/DAC Evaluation Quality Standards and DFAT's Aid Investment Criteria.

II. BACKGROUND ON THE PROGRAMME

Labour migration has long been a critical factor behind the economic and social dynamism of the ASEAN region and its people. Disparities in development between Member States, alongside demographic changes in destination countries, means that migration makes a substantial contribution to improved livelihoods and increased labour market efficiency.

Due to the high costs, long duration, and considerable complexity of navigating the regular channels for migration, many ASEAN migrants are employed precariously in destination countries without legal status. Regardless of the documents they hold, migrants within the region often experience exploitation and abuse because of inadequate protection of their labour rights during recruitment and employment.

Women face additional challenges in accessing safe and legal migration opportunities, with the type of work available to them often paying less and affording fewer legal protections due to lack of formalization. Protectionist policies in some countries restrict the movement of women by sector, destination or other circumstances perceived as dangerous or contrary to traditional social values.

To address these challenges, the TRIANGLE in ASEAN programme was initiated in November 2015. The current phase of TRIANGLE in ASEAN builds on the work of two previous ILO labour migration projects:

1. Tripartite Action to Protect Migrant Workers within and from the Greater Mekong Subregion from Labour Exploitation (GMS TRIANGLE project) implemented from 2010-2015; and
2. Tripartite Action for the Protection and Promotion of the Rights of Migrant Workers in the ASEAN Region (ASEAN TRIANGLE Project) implemented from 2012-2016.

Based on the successes of these two projects, DFAT and GAC entered into two new Grant Arrangements with the ILO, signed 16 October 2015¹ and 7 December 2016² respectively. Both these arrangements require the ILO to submit an inception report at the end of the inception period. During negotiation and start-up of the two projects, it became clear that the objectives and priorities under the two Grant Arrangements are complementary. Following a series of discussions between the three parties (ILO, DFAT and GAC) initiated in late 2016, it was agreed to merge the two projects under one comprehensive, integrated programme approach – referred to as *TRIANGLE in ASEAN*. The details of the merger is outlined in the Inception Report, approved by DFAT and GAC in February 2018.

TRIANGLE in ASEAN consolidates the investments from DFAT and GAC under one programmatic framework. An integrated programme approach was developed during inception to maximize the value of donor funds through consolidation of programme governance structures, increased harmonization of activities and a more efficient and specialized model for management.

Theory of Change please indicate the link or else

Through extensive consultation with national and regional stakeholders, the TRIANGLE in ASEAN programme has developed an iterative theory of change to guide its intervention strategy. The model includes three inter-linking outcomes, with the intent of creating a virtuous circle that maximizes the contribution of labour migration to stable and inclusive growth and development in the ASEAN region.

1. **Protection:** Women and men migrant workers are better protected by labour migration governance frameworks.
2. **Development:** Policies and programmes enable women and men migrant workers to contribute to and benefit from economic and social development.
3. **Mobility:** Labour mobility systems are gender-responsive and increase the efficiency of labour markets.

In addition, three cross-cutting strategies have been defined that influence all aspects of the programme and are considered in the design and implementation of each activity:

Women’s empowerment and gender equality: Empowering women and enhancing gender equality are widely recognized as key foundations for sustainable and inclusive economic growth and development. As elaborated in the Women’s Empowerment and Gender Equality Strategy, TRIANGLE in ASEAN has adopted a “twin-track” approach of gender mainstreaming and women-focused initiatives.

Private sector engagement: The private sector interacts with and benefits from labour migration at numerous points – as recruiters and employers; as a provider of communication, travel and financial services; and as a buyer and seller of goods produced by migrant workers. A strategy for private sector engagement has been developed with a view to increasing ethical practices for businesses whilst supporting private sector growth.

Communications for advocacy and visibility: The public often has a limited understanding of the contribution that migrant workers make to their economies and societies and frequently hold decidedly negative perceptions. Through its Communications for Advocacy and Visibility Strategy, TRIANGLE in ASEAN works to build a more positive image of migrants, supporting change at individual, institutional and policy level.

¹ Project title: Tripartite Action to Enhance the Contribution of Labour Migration to Growth and Development in ASEAN (TRIANGLE II)

² Project title: Promoting and Protecting the Rights of ASEAN Migrant Workers (ASEAN TRIANGLE Project II)

Some examples of TRIANGLE in ASEAN programme activities are listed below:

- TRIANGLE in ASEAN is increasingly known as a knowledge leader on labour migration through its rigorous and prolific research output. Major empirical research studies have attracted substantial media attention and influenced policy and practice of labour migration stakeholders in the region. Recent publications include the project baseline survey entitled *Risks and rewards: Outcomes of labour migration in South-East Asia*³, a study on the access to justice for migrant workers in South-East Asia entitled *Access to justice for migrant workers in South-East Asia*⁴; a study on the working conditions and attitudes experienced by migrant domestic workers in Thailand and Malaysia entitled *Worker, helper, auntie, maid?*⁵; and a study on experiences of migrant women in the Thai construction sector entitled *High rise, low pay*⁶. The programme is also undertaking several major research products that will be finalized and launched over the next 6-9 months. A full list of publications can be found on the TRIANGLE in ASEAN website⁷.
- The flagship regional activity is the ASEAN Forum on Migrant Labour (AFML). The annual AFML is an open platform for review, discussion and exchange of good practices between governments, workers' and employers' organizations, and civil society stakeholders on key issues facing women and men migrant workers in South-East Asia and to develop recommendations to advance the implementation of the principles of the 2007 ASEAN Declaration on Protection and Promotion of the Rights of Migrant Workers.⁸ TRIANGLE in ASEAN supports the process, including preparing a background paper, convening national tripartite preparatory workshops in ASEAN Member State and supporting engagement and participation of workers' and employers' organizations in the only tripartite ASEAN meeting.
- TRIANGLE in ASEAN works closely with the ASEAN Secretariat and Member States on supporting the AMCW Work Plan 2016-2020, including projects on portability of social security and standard employment contracts, and labour inspectors' capacity building. Other key regional outputs include development of the Saver Asia remittance cost comparison portal, collection of fifth round of International Labour Migration Statistics in ASEAN, and cooperation with ASEAN Trade Union Confederation and ASEAN Confederation of Employers to support their affiliates and members to engage in regional dialogue.
- In 2017, TRIANGLE in ASEAN provided services to 25,933 migrant workers and members of their families through maintaining and expanding the network of Migrant Worker Resources Centres (MRCs) in all six target countries. MRCs have played a vital role in facilitating the lodging and ordering of migrant workers' complaints relating to recruitment and working conditions, resulting in US\$574,597 ordered to compensate workers for extortionate recruitment fees, wage theft, injury and accident.

Management Arrangements

TRIANGLE in ASEAN is implemented by a joint management and technical team consisting of a total of 21 staff based in Bangkok at the ILO Regional Office for Asia and the Pacific (ROAP) (five international staff and three admin staff) and at the ILO Country Office for Indonesia and Timor-Leste in Jakarta, Indonesia (1 international staff). Implementation is supported by in-country teams (consisting of one

³ Available on https://www.ilo.org/asia/publications/WCMS_628383/lang--en/index.htm

⁴ Available on https://www.ilo.org/asia/publications/WCMS_565877/lang--en/index.htm

⁵ Available on https://www.ilo.org/asia/publications/WCMS_537808/lang--en/index.htm

⁶ Available on https://www.ilo.org/asia/publications/WCMS_537743/lang--en/index.htm

⁷ https://www.ilo.org/asia/publications/WCMS_618219/lang--en/index.htm

⁸ Further information on the AFML process can be found here: https://www.ilo.org/asia/WCMS_214213/lang--en/index.htm

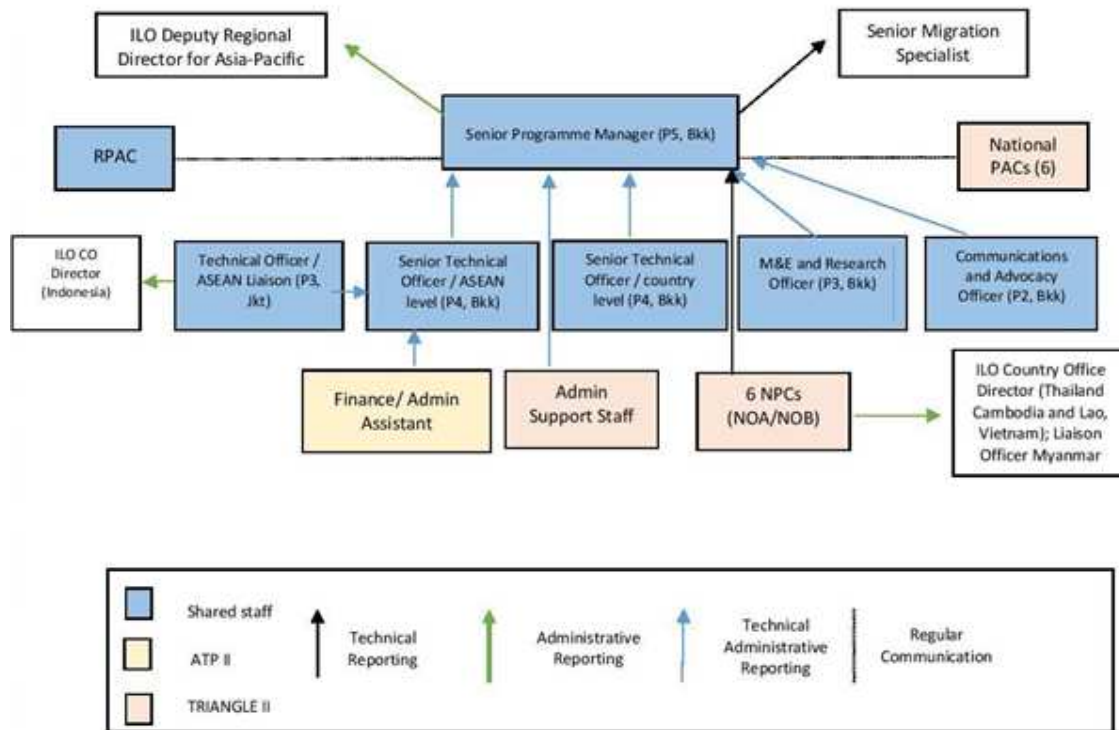
National Programme Manager and one admin staff) in the six targeted ASEAN countries. The staffing model includes the following roles:

- **Senior Programme Manager:** responsible for the overall management, oversight and coordination, some regional activities and backstopping country level activities in Myanmar and Thailand (based at ROAP).
- **Senior Technical Officer:** backstopping country level activities in Cambodia, Lao PDR and Viet Nam, support for legal reviews and private sector focal point (based at ROAP).
- **Senior Technical Officer:** backstopping ASEAN level activities and backstopping country level activities in Malaysia (based at ROAP).
- **Technical Officer (Research and M&E):** responsible for monitoring and evaluation, research and focal point for risk management (based at ROAP).
- **Technical Officer (ASEAN Liaison):** responsible for ASEAN level activities, liaison with the ASEAN Secretariat and the focal point for gender equality and women's empowerment (based at Country Office for Indonesia and Timor Leste).
- **Technical Officer (Communications and Advocacy):** responsible for communications and campaign activities (based at ROAP).
- **Six National Programme Coordinators:** responsible for implementation of national level activities in their respective countries (based in six priority ASEAN countries)
- **Nine Administration and Finance Assistants:** responsible for administrative and financial management support (based at ROAP and in six priority ASEAN countries).

TRIANGLE in ASEAN is administratively supervised by the ILO Deputy Regional Director and technically backstopped by the ILO Senior Migration Specialist in Bangkok. Further technical backstopping is provided by the Labour Migration Branch (MIGRANT) at ILO headquarters in Geneva.

In addition, TRIANGLE in ASEAN benefits from the expertise of the ILO Decent Work Technical Team for Southeast Asia and the Pacific, especially in the areas of skills recognition, social protection, statistics, gender and non-discrimination, and specialists for workers' and employers' activities. International and national consultants and institutions are contracted to provide specialized expertise in certain areas and contribute to key outputs. Several Australian Volunteers for International Development and interns also assist the programme at ROAP and country offices.

Figure 1. TRIANGLE in ASEAN joint management structure



Project Governance

A two-tiered governance framework has been established to meet yearly to provide strategic and technical advice to TRIANGLE in ASEAN:

1. Regional Programme Advisory Committee (RPAC)
2. National Programme Advisory Committees (PACs).

In addition, the programme can also convene a Sub-regional Advisory Committee on Migration and Anti-Trafficking (SURAC) as and when needed.

Regional Programme Advisory Committee

The RPAC ensures that the programme remains aligned with ASEAN priorities and frameworks. The RPAC meets once a year as a back-to-back meeting with the ASEAN Forum on Migrant Labour (AFML). This reduces costs and offers an opportunity to consider how AFML recommendations can be reflected in the work plans of TRIANGLE in ASEAN.

National Programme Advisory Committees

At the country level, TRIANGLE in ASEAN arranges annual Programme Advisory Committee (PAC) meetings in each of the six target countries to review progress, provide guidance on the implementation of country-specific activities and endorse annual work plans. The PAC meetings are scheduled during January-February each year so that country level activities can be informed by regional plans and priorities.

Sub-regional Advisory Committee on Migration and Anti-Trafficking

The Sub-regional Advisory Committee on Migration and Anti-Trafficking (SURAC) established during previous phases of TRIANGLE in ASEAN provides a useful supplement to the RPAC as it has broader participation, including tripartite constituents from each of the six targeted countries as well as civil society representation. It is held on an ad-hoc basis when the need arises, such as to support programme evaluations or make critical strategic decisions.

III. PURPOSE AND OBJECTIVES OF THE EVALUATION

The mid-term evaluation will support accountability, adaptive management and learning and knowledge sharing for the ILO and key stakeholders of the TRIANGLE in ASEAN programme. The specific objectives of the evaluation are the following:

1. To determine the progress to date in achieving the programme outcomes.
2. To provide recommendations for adjustments to the programme strategy that will improve results moving forward.
3. To identify lessons learned and good practices that will support organizational learning and knowledge sharing for the ILO and other key stakeholders.

IV. EVALUATION SCOPE

The evaluation period will be from the beginning of the TRIANGLE in ASEAN in November 2015 to present. Geographically, the evaluation will cover both interventions at the regional level within ASEAN and country-level work in Cambodia, Lao PDR, Malaysia, Myanmar, Thailand and Viet Nam.

Clients

The primary end users of the evaluation's findings will be the management team of the TRIANGLE in ASEAN programme (who will primarily use the evaluation to guide future programme planning and take corrective action) the ILO administrative unit (ROAP, who will be interested in how the TRIANGLE in ASEAN programme contributes to the broader goals of the ILO, the ILO technical unit at headquarters (MIGRANT) and the donors (GAC and DFAT, who will use the evaluation to reflect on their respective investments. In particular, DFAT support beyond 30 Nov 2020 (year five) will be based on the findings of the evaluation concerning the progress of the programme and its continued relevance to DFAT's priorities. Secondary parties making use of the results will include tripartite constituents and civil society organizations who have partnered with the project, as well as other agencies working on labour migration and human trafficking at national and regional levels. Actors from other regions working on these issues may also take an interest in the evaluation's assessment.

V. EVALUATION CRITERIA AND QUESTIONS

The evaluation will adapt the standard ILO criteria to accommodate DFAT and GAC requests for a specific emphasis on gender equality. As set forth in the TRIANGLE in ASEAN M&E plan, the evaluation criteria for the evaluation will be as follows:

1. Relevance and strategic fit.
2. Validity of design.
3. Intervention progress and effectiveness.
4. Efficiency of resource use.
5. Effectiveness of management arrangements.
6. Impact orientation.
7. Gender equality.

The core ILO cross-cutting priorities, such as gender equality and non-discrimination, promotion of international labour standards, tripartite processes, and constituent capacity development will be considered in the evaluation. In particular, gender should be mainstreamed throughout the evaluation process in addition to being a standalone criteria (see ILO Guidance Note 4: Integrating gender equality in the monitoring and evaluation of projects).

Further, the evaluation will consider how TRIANGLE in ASEAN has been able to respond to previous monitoring and evaluation exercises throughout the life of the programme. The Evaluability Assessment that shaped the Monitoring and Evaluation Framework and Plan, and DFAT and GAC feedback on reporting, including the inception and annual reports will be crucial in framing this evaluation. The Evaluability Assessment in particular could be used to frame or refine the evaluation questions and/or recommendations.

It is expected that the evaluation will address all of the questions detailed below. Adaptation is encouraged where necessary but any fundamental changes should be agreed upon between the evaluation manager and the evaluator and reflected in the inception report.

Relevance and strategic fit

- Are the activities aligned with national, regional and global strategic and policy frameworks on labour migration? (e.g. from national development plans to SDGs)
- Has the programme been able to leverage the ILO effectively, through its comparative advantages (including tripartism, international labour standards, ILO Decent Work Team etc.) and/or cost-sharing or in-kind contributions to complement its resources? (e.g. from other ILO projects, inter-agency collaborations and private sector contributions).

Validity of intervention design

- Does the programme address the major causes of vulnerability and respond to the prevalent forms of exploitation among migrant workers in the ASEAN region?
- Is the scope of the interventions realistic given the time and resources available, including performance and results reporting, as per the Evaluability Assessments findings?
- Did the project design identify and integrate specific targets and indicators to capture gender equality and non-discrimination concerns including concerns regarding people with disabilities?
- Are the indicators of the achievements clearly defined, describing the changes to be brought about?

Intervention progress and effectiveness

- What amount of progress has been made in achieving the programme's twelve immediate outcomes? (Applying a scale of none, minor, moderate, major with justification). What was their contribution (or not) towards gender equality and non-discrimination, inclusion of people with disabilities?
- To what extent are tripartite constituents and other key stakeholders satisfied with and/or using the outputs produced?

- Have the partnerships/relationships with tripartite constituents, civil society and the private sector, and related development projects (e.g. PROMISE, SHIFT, AAPTIP, UN-ACT, etc.) lead to effective cooperation in implementing the programme?
- What key challenges have detracted from the effectiveness of the programme activities?

Efficiency of resource use

- Has the allocation of resources been optimal for achieving the programme's outcomes? (financial, human, institutional and technical, etc.) Are the staffing structures and resourcing of activities (noting national/regional and policy/service delivery at minimum) contributing to quality performance and impact?
- Have the programme activities been completed on-time/according to logical phasing and sequencing anticipated by the project document? If not, what are the factors that hinder timely delivery and what are the counter measures taken to address this issue?
- To what degree are different activities cost effective and/or delivering impact? And to what extent did the project leverage resources to promote gender equality and non-discrimination; and inclusion of people with disability?

Effectiveness of management arrangement – This should include focus on post-2019.

- What should the international and national management of the programme look like in the future?
- How do the national and regional staff and management arrangements support fluidity between the top-down and bottom-up initiatives in the ASEAN structure, and has the move into a joint management structure under the programme approach been effective?
- Has the communications strategy been effective in (a) raising the profile of the programme within the ASEAN region and (b) contributing to achieving the desired outcomes, e.g. policy influence?
- Has the monitoring and evaluation system supported results-based and adaptive management of the programme?
- Noting any unintended, negative and unexpected impacts of the programme, have programmatic, contextual and institutional risks be managed effectively by the programme?

Impact orientation and key stakeholder populations

- What influence has the programme had on the development of policies and practices at national and regional levels? (See annual reports for list of policy inputs provided)
- Which programme-supported tools have been institutionalized by partners and/or replicated or external organizations?

- How has the knowledge base contributed to the broader goals / intermediate outcomes? To what extent did the project bring lasting changes in norms and policies that favour/promote gender equality and non-discrimination.

Gender equality and non-discrimination

- What are the key achievements of the programme on gender equality and women's empowerment?
- Has the use of resources on women's empowerment activities been sufficient to achieve the expected results?
- To what extent is the M&E data supporting program decision making related to gender, disability, child protection?
- Has the sectoral focus of the activities been effective in addressing the needs of migrants in particular sectors of work characterised by vulnerable working characteristics? (e.g. domestic work, agriculture, construction, etc.)

VI. METHODOLOGY

The evaluation will apply multiple approaches including qualitative and participatory approach, engaging with key stakeholders of the TRIANGLE in ASEAN programme during the design, field work, validation and reporting stages. To collect the data for analysis, the evaluation will make use of the techniques listed below (but not limit to). The data from these sources will be triangulated to increase the validity and rigor of the evaluation findings.

- **Desk review** of project design and strategy documents, activity documents, communications and research and publications (see annex 4)
- **Key informant interviews** with programme staff, relevant ILO specialists, GAC and DFAT staff, tripartite constituents, civil society organizations and other stakeholders and partners (see annex 2).
- **Focus group discussions** with beneficiaries (women and men potential migrants, migrant workers, return migrant workers and members of their families)
- **Field visits - Observation of programme activities** at regional, national, and provincial level (to be determined based upon scheduling of activities)
- **Stakeholders workshop**

Methodology should include examining the interventions' Theory of Change, specifically in the light of logical connect between levels of results and their alignment with the ILO's strategic objectives, DFID's and GAC's goals, national and ILO country level DWCP outcomes as well as its relevant to SDGS and related targets.

The data and information should be collected, presented and analyzed with appropriate gender disaggregation even if project design did not take gender into account. Multiple methods will be applied to analyze both quantitative and qualitative data.

A more detailed methodology for the assignment will be elaborated by the evaluator on the basis of this TOR, in consultation with the ILO Evaluation Manager and key stakeholders.

Sampling

A purposive sampling approach will be used, collecting data from key programme stakeholders. To ensure a diverse set of voices are heard, data collection must obtain a balanced perspective from women and men beneficiaries and tripartite plus stakeholders, as well as of marginalized groups such as irregular migrants and ethnic or religious minorities. The final list of respondents to be interviewed will be determined during inception.

VII. MAIN OUTPUTS

The evaluator will complete the following deliverables during the assignment:

Output 1. Inception report (no more than 20 pages): (≈10 days) Based upon the desk review and initial discussions with programme staff and stakeholders, the evaluator will develop an inception report for the evaluation. At a minimum, the inception report should include key evaluation questions, evaluation sample and data collection methods, data collection instruments, field mission schedule, analytical techniques to be applied and an outline of the evaluation report. The inception report should also respond to the requirements outlined in ILO Checklist 3: Writing the inception report (see annex 1). The ILO will share the inception report with DFAT and GAC and other stakeholders as necessary. Within one week of receiving comments, the evaluator must submit a final inception report to be approved by ILO, DFAT and GAC.

Output 2. Field visits and presentation of preliminary findings: (≈25 days) Upon approval of the inception report, the evaluator will conduct field missions to interview key informants, ILO staff, representatives of national and regional organizations and stakeholders that are key programme partners and beneficiaries at the regional and national levels. At the end of the mission, the evaluator will present preliminary findings. The ILO will organize a stakeholder workshop in Bangkok to validate the preliminary findings of the evaluation after data collection is completed. The evaluator will develop a PowerPoint presentation and work with the evaluation manager to set the agenda for the workshop. The presentation should provide a brief review of key results for each evaluation criteria.

Output 3. First draft of evaluation report: (≈10 days): The first draft of the evaluation report will be submitted to the evaluation manager for review by programme staff, DFAT and GAC and other key stakeholders as relevant. The evaluation manager will consolidate comments and send these to the evaluator. The evaluation report should be practical and specific recommendations designating the parties responsible. The draft evaluation report should be prepared as per the ILO Checklist 5: Preparing the Evaluation Report which will be provided to the evaluators.

Output 4. Final evaluation report: (≈5 days): The final output of the evaluation will be a report systematically assessing the results of the programme to date based upon the evaluation criteria. The report should be no longer than 40 pages (excluding appendices) and will include an evaluation summary of no more than five pages and appropriate for publication on the ILO website (including recommendations and a summary of lessons learned and good practices). The evaluator will incorporate comments received from the ILO and other key stakeholders into the final report and comply with the requirements outlined in ILO Checklist 6: Rating the quality of evaluation report.

Any data files associated with the assignment will also be provided to the ILO at its conclusion. Ownership of the data from the evaluation rests jointly with the ILO and the evaluator. The copyright for the evaluation report is held exclusively by the ILO. However, key stakeholders may freely make use of the evaluation report, as long as appropriate acknowledgement of the source is made.

VIII. MANAGEMENT ARRANGEMENTS AND WORK PLAN

Evaluation Manager: Ms. Napaporn Udomchaiporn, Programme Officer of the ILO Regional Programme Services Unit, Regional Office for Asia and the Pacific (ROAP) who has not prior involvement in the TRIANGLE in ASEAN programme has been designated to manage this independent evaluation, with technical support and oversight provided by the ILO Evaluation Office. The evaluation manager is responsible for completing the following specific tasks:

- Draft and finalize the evaluation TOR with inputs from key stakeholders;
- Develop the expression of interest and select the independent evaluator;
- Brief the evaluator on ILO evaluation policies and procedures;
- Coordinate with the programme team on the development of the field mission schedule;
- Circulate the inception report for comments by key stakeholders;
- Coordinate with the programme team on organizing the validation workshop
- Circulate the first draft of the evaluation report for comments by key stakeholders;
- Ensure the final version of the evaluation report meets ILO requirements and the information needs of key stakeholders.

Programme Staff: The TRIANGLE in ASEAN programme team will manage the administrative and contractual arrangements for the assignment, provide logistical support for the field missions and cover all of the costs associated with the assignment. During the evaluation, the programme staff will provide full cooperation and answer all questions as candidly as possible. The staff of the TRIANGLE in ASEAN programme are responsible for the following specific tasks:

- Provide inputs on the TOR for the evaluation;
- Provide project documentation to the evaluator;
- Prepare a list of recommended interviewees;
- Schedule meetings for field visits (visits to the country programmes in Thailand (representing a country of destination) and Cambodia (representing a country of origin) as well as Jakarta to meet with the ASEAN Secretariat are anticipated) and coordinate in-country logistical arrangements (e.g. flight and hotel reservations, local transportation, interpretation, etc.). Emphasis ought not to be on migrant worker focus group discussions / field visits, but rather to emphasise key stakeholder interviews with key partners. This can also be complemented by phone / emails.
- Participate in interviews and provide inputs as requested;
- Organize and participate in the validation workshop;
- Review and provide comments on the draft evaluation report;
- Provide a management response to the final recommendations of the evaluation.

Key Stakeholders: Stakeholders will be engaged throughout the project evaluation process, including providing inputs to the terms of reference, participating in interviews during the field work, contributing to the validation of the preliminary findings and commenting on the draft evaluation report. This includes but is not limited to DFAT and GAC staff in Bangkok and Jakarta, the ILO Evaluation Office, tripartite constituents and CSOs at national and regional levels and other programme partners. In addition, DFAT and GAC will be provided with an opportunity to review the evaluator's CV before final selection and participate in the field visits during the evaluation as appropriate.

Indicative work plan

Task	Completion date	Responsible
Preparation and sharing of the draft TOR	22 August 2018	Evaluation Manager and Programme Manager
DFAT meeting with Clear Horizon on the TORs	4-5 September	DFAT
Approval of the TOR	21 Sept 2018	Regional Evaluation Officer/GAC and DFAT
Issuance of EOI	5 October 2018	Evaluation Manager/Regional Evaluation Officer
Selection of consultant and issuance of contract	12 October 2018	TRIANGLE in ASEAN Team
Brief evaluator on ILO evaluation policy and the programme; submission of key programme documents	31 October 2018	Evaluation Manager and TRIANGLE in ASEAN Team
Document review and development of the inception report including details of the evaluation methodology	1 November 2018	Evaluator
Approval of the inception report (no more than 20 pages)	30 November 2018	Evaluation Manager/GAC and DFAT
Draft mission schedule and list of key stakeholders to be interviewed	30 November 2018	TRIANGLE in ASEAN Team
Field missions completed	20 January 2018	Evaluator
Validation workshop in Bangkok	21 January 2018	Evaluator
First draft of evaluation report submitted	4 February 2019	Evaluator
Consolidated stakeholder comments on the draft report returned to the evaluator	13 February 2019	Evaluation Manager
Final draft of the evaluation report submitted	22 February 2019	Evaluator
Approval of the evaluation report	1 March 2019	Evaluation Manager/ Evaluation Office/GAC and DFAT
Management response to the evaluation recommendations	15 March 2019	TRIANGLE in ASEAN Team

IX. REQUIRED QUALIFICATIONS FOR EVALUATOR

Selection of the consultant(s) will be based on the strength of their expressions of interest in the assignment and interviews with a shortlist of candidates. The selected evaluator will possess the following experience and qualifications:

- Graduate degree with a minimum of 10 years of relevant professional experience, including completion of independent evaluations for development projects of a similar size, scope and complexity.
- Extensive knowledge of evaluation methodologies, including qualitative and participatory data collection techniques;
- Strong thematic expertise in labour migration governance and gender equality particularly with regional policies in perspective. Knowledge related to private sector engagement and skills development will be considered assets.
- Substantial prior work experience in one or more ASEAN countries.
- Knowledge of the ILO's organizational mandate, tripartite structure, normative frameworks and core values.

- Excellent verbal and written communication skills in English;
- Ability to listen to and value the opinion of a diverse range of respondents;
- Awareness of the critical importance of ethics in evaluation practice.

X. LEGAL AND ETHICAL MATTERS

The evaluation will comply with the United Nations Evaluation Group (UNEG) Ethical Guidelines for Evaluation and the ILO Code of Conduct (see annex 1). Due to the highly sensitive nature of many of the programme's interventions and the vulnerable populations who will be interviewed during the evaluation, particular attention should be paid to ensuring the confidentiality and anonymity of respondents.

An independent evaluator will be selected who has no prior relationship to the TRIANGLE in ASEAN programme. The ILO will appoint an evaluation manager who is not affiliated with the programme to oversee and manage the evaluation process.

DFAT and GAC have the right to join any of the field missions during the evaluation, as deemed appropriate by the evaluator and evaluation manager.

ANNEX 1: RELEVANT POLICIES AND GUIDELINES

ILO Policy Guidelines for evaluation: Principles, rationale, planning and managing for evaluations, 3rd ed.

http://www.ilo.ch/eval/Evaluationpolicy/WCMS_571339/lang--en/index.htm

Code of conduct form (To be signed by the evaluators)

http://www.ilo.org/eval/Evaluationguidance/WCMS_206205/lang--en/index.htm

Checklist No. 3: Writing the inception report

http://www.ilo.org/eval/Evaluationguidance/WCMS_165972/lang--en/index.htm

Checklist 5: preparing the evaluation report

http://www.ilo.org/eval/Evaluationguidance/WCMS_165967/lang--en/index.htm

Checklist 6: rating the quality of evaluation report

http://www.ilo.org/eval/Evaluationguidance/WCMS_165968/lang--en/index.htm

Template for lessons learnt and Emerging Good Practices

http://www.ilo.org/eval/Evaluationguidance/WCMS_206158/lang--en/index.htm

http://www.ilo.org/eval/Evaluationguidance/WCMS_206159/lang--en/index.htm

Guidance note 7: Stakeholders participation in the ILO evaluation

https://www.ilo.org/global/docs/WCMS_165982/lang--en/index.htm

Guidance note 4: Integrating gender equality in the monitoring and evaluation of projects

http://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm

Template for evaluation title page

http://www.ilo.org/eval/Evaluationguidance/WCMS_166357/lang--en/index.htm

Template for evaluation summary

<http://www.ilo.org/legacy/english/edmas/eval/template-summary-en.doc>

Monitoring and Evaluation Standards (DFAT)

<http://dfat.gov.au/about-us/publications/Documents/monitoring-evaluation-standards.pdf>

Results-Based Management for International Assistance Programming: A How-to Guide (GAC)

http://www.international.gc.ca/world-monde/funding-financement/results_based_management-gestion_axee_resultats-guide.aspx?lang=eng

Process Tracing: Draft Protocol

http://betterevaluation.org/resources/guide/process-tracing_draft_protocol

UNEG Ethical Guidelines for Evaluation

<http://www.unevaluation.org/document/download/548>

ANNEX 2: LIST OF MRCs AND THE IMPLEMENTING PARTNERS

Cambodia

1. Battambang
2. Kampong Cham
3. Kampong Thom
4. Kampot
5. Phnom Penh
6. Prey Veng

Lao People's Democratic Republic

7. Champasack
8. Savannakhet
9. Xaiyaboury

Malaysia

10. Johor
11. Kuala Lumpur /Selangor
12. Penang

Myanmar

13. Dawei (Tanintharyi)
14. Kyaing Tong (Shan State)
15. Kyaukse
16. Mandalay
17. Meiktila
18. Myingyan

Thailand

19. Bangkok
20. Chiang Mai
21. Mae Sot
22. Samut Prakan

Viet Nam

23. Bac Ninh
24. Ha Tinh
25. Phu Tho
26. Quang Ngai
27. Thanh Hoa



The contact information for the Cambodia MRCs can be found here:

https://www.ilo.org/asia/WCMS_630321/lang--en/index.htm

The contact information for the Lao PDR MRCs can be found here:

https://www.ilo.org/asia/WCMS_630324/lang--en/index.htm

The contact information for the Malaysia MRCs can be found here:

https://www.ilo.org/asia/WCMS_630322/lang--en/index.htm

The contact information for the Myanmar MRCs can be found here:

https://www.ilo.org/asia/WCMS_630323/lang--en/index.htm

The contact information for the Thailand MRCs can be found here:

https://www.ilo.org/asia/WCMS_630325/lang--en/index.htm

The contact information for the Viet Nam MRCs can be found here:

https://www.ilo.org/asia/WCMS_630326/lang--en/index.htm

ANNEX 3: POLICY AND LEGISLATION ADOPTED OR AMENDED WITH ILO SUPPORT

Location	Date	Policy or legislation adopted or amended	ILO support
Cambodia	Dec-16	Action Plan for Implementation of Cambodia's Policy on Labour Migration 2017	Consultations
	Dec-16	Prakas on Working Conditions for Domestic Workers	Consultations
	Nov-17	Action plan for implementation of the national labour migration policy 2018	Consultations
	Jul-17	Action plan for implementation of the national employment policy (2017-2019)	Consultations, technical comments
Lao PDR	Jul-17	Agreement No. 43 on the establishment and supervision of employment service enterprises	Consultations
	Jul-17	Decree No. 68 on recruitment of Lao workers to work abroad	Consultations
Myanmar	Jun-16	Bilateral Agreement on Labour Cooperation with Thailand (reduces return to 30 days between 2-year employment periods)	Technical comments
	Jun-16	Bilateral Agreement on border workers with Thailand (30-day passes for border workers in Kanchanaburi, Chiang Rai, Tak and Ranong)	Technical comments
	Dec-16	No fee pre-departure training for migrant workers	Consultations, advocacy meetings
Thailand	Jul-16	Cabinet resolution on Migrant Worker Assistance Centres	Research, consultations
	Aug-16	Royal Ordinance Concerning Bringing Aliens for Work with Employers in the Kingdom	Research, technical comments
	Oct-16	Nationals from CLMV countries permitted to work as interpreters for migrant workers	Research, consultations, advocacy meetings
	Dec-17	Royal Ordinance Concerning Management of Employment of Migrant Workers	Research, technical comments
Vietnam	Jun-16	Prime Ministerial Decree 126 on the Implementation of the Law on Vietnamese Working Abroad under Contracts	Consultations
	Oct-16	Prime Minister Decision 144 on Establishment, Management and Utilization of the Fund for Overseas Employment Support (FOES)	Technical comments, consultations
ASEAN	Nov-17	ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers	Consultations

Note: ILO technical support for policies, bilateral agreements and legislation adopted or amended includes providing technical comments, organizing consultations, advocacy meetings and recommendations provided within research or policy briefs.

ANNEX 4: PROJECT DOCUMENTATION TO BE REVIEWED (with priority documents highlighted in green)

Document Name	Document Type	Date	(URL/Location)
Design and strategy			
Project design document: Tripartite action to enhance the contribution of labour migration to growth and development in ASEAN (TRIANGLE II)	Proposal	2015	To be provided
Project design document: Promoting and Protecting the Rights of ASEAN Migrant Workers (ASEAN TRIANGLE II).	Proposal	2016	To be provided
Inception report	Strategy document	2017	To be provided
Annex 1. Theory of Change	Strategy document	2017	To be provided
Annex 2. Work plan for ASEAN level work 2017-18	Strategy document	2017	To be provided
Annex 3. Monitoring and evaluation plan	Strategy document	2017	To be provided
Annex 4. Baseline of policy and practice in ASEAN	Strategy document	2017	To be provided
Annex 5. Risk management strategy	Strategy document	2017	To be provided
Annex 6. Women's empowerment and gender equality strategy	Strategy document	2017	To be provided
Annex 7. Private sector engagement strategy	Strategy document	2017	To be provided
Annex 8. Communications for advocacy and visibility strategy	Strategy document	2017	To be provided
Annex 9. Sustainability and impact strategy	Strategy document	2017	To be provided
Annex 10. Research agenda	Strategy document	2017	To be provided
Annex 11. Product list 2017-2020	Strategy document	2017	To be provided
Research			
Review of labour migration policy in Malaysia	Research Report	2016	https://www.ilo.org/asia/publications/WCMS_447687/lang--en/index.htm
Review of the government-to-government mechanism for the employment of Bangladeshi workers in the Malaysian plantation sector	Research Report	2016	https://www.ilo.org/asia/publications/WCMS_459065/lang--en/index.htm

Migration in ASEAN in figures: The International Labour Migration Statistics (ILMS) Database in ASEAN	Research Report	2016	https://www.ilo.org/asia/publications/WCMS_420203/lang--en/index.htm
High rise, low pay: Experiences of migrant women in the Thai construction sector	Research Report	2016	https://www.ilo.org/asia/publications/WCMS_537743/lang--en/index.htm
Worker, helper, auntie, maid? : Working conditions and attitudes experienced by migrant domestic workers in Thailand and Malaysia	Research Report	2016	https://www.ilo.org/asia/publications/WCMS_537808/lang--en/index.htm
Progress of the implementation of recommendations adopted at the 3 rd – 8 th ASEAN Forums on Migrant Labour: Background paper to the 9 th AFML	Research Report	2017	https://www.ilo.org/asia/publications/WCMS_548377/lang--en/index.htm
Protected or put in harm's way? Bans and restrictions on women's labour migration in ASEAN countries	Research Report	2017	https://www.ilo.org/asia/publications/WCMS_555974/lang--en/index.htm
Access to justice for migrant workers in South-East Asia	Research Report	2017	https://www.ilo.org/asia/publications/WCMS_565877/lang--en/index.htm
Labour Migration in the ASEAN Region: Assessing the Social and Economic Outcomes for Migrant Workers	Academic paper	2017	http://www.rapid-asia.com/rapid-asia-on-the-go/labour-migration-asean-region-assessing-social-economic-outcomes-migrant-workers/
Towards Achieving Decent Work for Domestic Workers in ASEAN: 10th ASEAN Forum on Migrant Labour (AFML) – Thematic background paper	Research Report	2018	https://www.ilo.org/asia/publications/WCMS_631089/lang--en/index.htm
Changing the conversation on labour migration in Southeast Asia	Website article	2018	https://www.opendemocracy.net/beyondslavery/benjamin-harkins/changing-conversation-on-labour-migration-in-southeast-asia
Beyond the numbers: Remittance practices in Lao PDR	Research report	2018	To be provided
Social protection for migrant workers in ASEAN	Research report	2018	To be provided
Working conditions for sex and entertainment workers in Thailand	Research report	2018	To be provided
Recruitment and working conditions for migrant workers in Thailand's agriculture sector	Research report	2018	To be provided
Progress on the implementation of recommendations adopted at the 3 rd – 10 th ASEAN Forums on Migrant Labour: Background paper to the 11 th AFML	Research report	2018	To be provided
Impact of migration on women's empowerment in Viet Nam	Research report	2018	To be provided
Four ILO chapters of the Thailand Migration Report 2018	Research report	2018	To be provided
Activities			
Sub-Regional Advisory Committee (SURAC) Meeting	Project Meeting	2016	https://www.ilo.org/hanoi/Whatwedo/Eventsandmeetings/WCMS_449047/lang--en/index.htm

Feasibility Study on Establishing Migrant Worker Resource Centres managed by Vietnam General Confederation of Labour	Project Meeting	2016	https://www.ilo.org/hanoi/Whatwedo/Eventsandmeetings/WCMS_478286/lang--en/index.htm
2016 Signing Ceremony of the Code of Conduct for Members of the Overseas Employment Agencies Federation in Myanmar	Project Event	2016	https://www.ilo.org/yangon/events/WCMS_511333/lang--en/index.htm
Code of Conduct for the Members of Myanmar Overseas Employment Agencies Federation	Technical Document	2016	https://www.ilo.org/yangon/info/meetingdocs/WCMS_622961/lang--en/index.htm
National Tripartite Preparatory Meeting for the 9th ASEAN Forum on Migrant Labour (AFML)	Project Meeting	2016	https://www.ilo.org/hanoi/Whatwedo/Eventsandmeetings/WCMS_509119/lang--en/index.htm
9 th ASEAN Forum on Migrant Labour National Tripartite Preparatory Meetings (Indonesia)	Project Workshop	2016	https://www.ilo.org/jakarta/whatwedo/eventsandmeetings/WCMS_526141/lang--en/index.htm
Training on Ethical and Gender-Responsive Recruitment of Women Migrant Workers in Viet Nam (Ethical Recruitment Appreciation Course)	Project Training	2016	https://www.ilo.org/hanoi/Whatwedo/Eventsandmeetings/WCMS_497370/lang--en/index.htm
Monitoring of the Viet Nam Association of Manpower Supply (VAMAS) Code of Conduct	Project Event	2016	https://www.ilo.org/hanoi/Whatwedo/Eventsandmeetings/WCMS_478284/lang--en/index.htm
Recommendations of the 9th ASEAN Forum on Migrant Labor	Meeting document	2016	https://www.ilo.org/asia/publications/WCMS_535048/lang--en/index.htm
Recommendations of the 10 th ASEAN Forum on Migrant Labor	Meeting Document	2017	https://www.ilo.org/asia/events/WCMS_588284/lang--en/index.htm
Analysis of the Implementation of the Policy on Labour Migration 2016-2017 (Cambodia)	Technical Report	2017	https://www.ilo.org/asia/publications/WCMS_618786/lang--en/index.htm
Experts' Meeting on Extending Social Protection to Migrant Workers in ASEAN	Project Meeting	2017	http://www.ilo.org/asia/events/WCMS_561738/lang--en/index.htm
Thailand National Tripartite Preparatory Workshop for the 10 th ASEAN Forum on Migrant Labour	Project Workshop	2017	http://www.ilo.org/asia/events/WCMS_574466/lang--en/index.htm
10 th ASEAN Forum on Migrant Labour: National Tripartite Preparatory Workshop	Project Workshop	2017	https://www.ilo.org/jakarta/whatwedo/eventsandmeetings/WCMS_613993/lang--en/index.htm (Other focal countries to be provided)
10 th ASEAN Forum on Migrant Labour - Philippines	Project Meeting	2017	http://www.ilo.org/asia/events/WCMS_584087/lang--en/index.htm
Regional Programme Advisory Committee - Philippines	Project Committee	2017	http://www.ilo.org/asia/events/WCMS_585497/lang--en/index.htm
Consultation Workshop On Standard Contract For Domestic Work In Viet Nam	Project Workshop	2017	https://www.ilo.org/hanoi/Whatwedo/Eventsandmeetings/WCMS_611473/lang--en/index.htm
Annual meeting to review the implementation process of the Cambodian Labour Migration Policy	Project Meeting	2017	http://www.ilo.org/asia/events/WCMS_613312/lang--en/index.htm

Draft standard contract for domestic workers in Viet Nam	Technical Document	2018	To be provided
TRIANGLE in ASEAN Project Advisory Committee Meetings	Project Workshop	2018	http://www.ilo.org/asia/events/WCMS_616935/lang--en/index.htm http://www.ilo.org/asia/events/WCMS_615938/lang--en/index.htm (To be provided for all focus countries)
Public discussion on research report: Risks and rewards: Outcomes of Labour Migration in South-East Asia	Project Workshop	2018	http://www.ilo.org/asia/events/WCMS_615934/lang--en/index.htm
Code of Conduct applied to Vietnamese agencies sending workers for overseas employment	Technical Document	2018	https://www.ilo.org/dyn/migpractice/docs/188/Text%20of%20the%20code.pdf
Meeting for the Development of the Work plan to Implement the Vietnam General Confederation of Labour (VGCL) - Malaysia Trade Union Congress (MTUC) Memorandum of Understanding (MOU) (Malaysia)	Project Meeting	2018	https://www.ilo.org/hanoi/Whatwedo/Eventsandmeetings/WCMS_541377/lang--en/index.htm
4 th Technical Meeting of Focal Specialists on International Labour Migration Statistics in ASEAN	Project Workshop	2018	http://www.ilo.org/asia/events/WCMS_619957/lang--en/index.htm
National Dispute Resolution Guidelines (Cambodia)	Technical document	2018	To be provided
Review of the Implementation of the Law on Contract-based Vietnamese Overseas Workers (Law 72)	Technical document	2018	To be provided
Financial literacy training manual	Training materials	2018	To be provided
SaverAsia remittance cost portal	Website	2018	http://saverasia.com/
M&E and risk management			
GMS Triangle (phase 1) final evaluation	Evaluation report	2015	To be provided
ASEAN Triangle (phase 1) final evaluation	Evaluation report	2015	To be provided
Review of the Effectiveness and Gender-Sensitivity of the VAMAS Code of Conduct	Evaluation report	2016	To be provided
TRIANGLE in ASEAN Theory of Change	Infographic	2016	https://www.ilo.org/asia/publications/WCMS_531476/lang--en/index.htm
TRIANGLE in ASEAN evaluability assessment	Evaluation report	2017	To be provided
Risks and rewards: Outcomes of labour migration in South-East Asia	Baseline Report	2017	https://www.ilo.org/asia/publications/WCMS_613815/lang--en/index.htm
TRIANGLE in ASEAN annual report 2016	Reporting document	2017	To be provided
TRIANGLE in ASEAN annual report 2017	Baseline Report	2018	To be provided
Risks and rewards: Outcomes of labour migration in South-East Asia (Key findings by country in national languages)	Research Report	2018	http://www.ilo.org/asia/publications/WCMS_628383/lang--en/index.htm

Monitoring and evaluation training manual for migrant worker resource centres	Training Manual	2018	https://www.ilo.org/asia/publications/WCMS_633285/lang--en/index.htm
Quarterly risk assessment matrices: April-June 2018	Technical document	2018	To be provided
Communications products			
ILO welcomes Australian funding for migration project	Press Release	2015	http://www.ilo.org/asia/media-centre/news/WCMS_437091/lang--en/index.htm
ILO to launch reports on experiences of women migrant workers in Thailand and Malaysia	Media Advisory	2016	http://www.ilo.org/asia/media-centre/news/WCMS_537144/lang--en/index.htm
High rise, low pay: Experiences of migrant women in the Thai construction sector	Video	2016	http://www.ilo.org/asia/media-centre/multimedia/WCMS_621953/lang--en/index.htm
Factsheet on the Thai Construction Industry	Fact Sheet	2016	https://www.ilo.org/asia/publications/WCMS_537745/lang--en/index.htm
Overworked and Undervalued: New ILO Studies Find Discrimination against Women Migrant Workers in Construction and Domestic Work in Thailand	Press Release	2016	http://www.ilo.org/asia/media-centre/news/WCMS_537451/lang--en/index.htm
Worker, helper, auntie, maid?	Video	2016	http://www.ilo.org/asia/media-centre/multimedia/WCMS_541392/lang--en/index.htm
ILO: Restrictions on Women's Labour Migration can Increase Risk of Exploitation, Especially for Migrant Domestic Workers	Press Release	2017	http://www.ilo.org/asia/media-centre/news/WCMS_555982/lang--en/index.htm
ILO: Access to justice often out of reach for migrant workers in South-East Asia	News	2017	http://www.ilo.org/asia/media-centre/news/WCMS_566072/lang--en/index.htm
Realizing decent work for domestic workers: time to turn commitments into action	Op-Ed	2017	http://www.ilo.org/asia/media-centre/news/WCMS_585874/lang--en/index.htm
10 th ASEAN Forum on Migrant Labour ILO welcomes ASEAN forum recommendations to ensure labour rights protection to domestic workers	Press Release	2017	http://www.ilo.org/asia/media-centre/news/WCMS_588880/lang--en/index.htm
ASEAN leaders sign Consensus on the Protection and Promotion of the Rights of Migrant Workers	News	2017	http://www.ilo.org/asia/media-centre/news/WCMS_600470/lang--en/index.htm
International Migrants Day ILO/IOM: Labour rights and skills development key to improve outcomes of migration in South-East Asia	Press Release	2017	http://www.ilo.org/asia/media-centre/news/WCMS_613811/lang--en/index.htm
Fewer risks, higher rewards: The promise of better labour migration governance in ASEAN	Op-Ed	2018	http://www.ilo.org/asia/media-centre/statements-and-speeches/WCMS_617816/lang--en/index.htm
Women's Migration Works	Video	2018	http://www.ilo.org/asia/media-centre/multimedia/WCMS_621954/lang--en/index.htm

Malaysian and Vietnamese trade unions to collaborate on protecting migrant workers' rights	News	2018	http://www.ilo.org/asia/media-centre/news/WCMS_618220/lang--en/index.htm
Myanmar: 66 more overseas employment agencies sign up to the Code of Conduct for fairer migration	News	2018	https://www.ilo.org/yangon/press/WCMS_622783/lang--en/index.htm
Revised Code of Conduct to promote ethical recruitment of migrant workers	Press Release	2018	https://www.ilo.org/hanoi/Informationresources/Publicinformation/Pressreleases/WCMS_626488/lang--en/index.htm
Why we need to recognize migrant domestic workers' contribution to our economies	Op-Ed	2018	http://www.ilo.org/asia/media-centre/news/WCMS_632454/lang--en/index.htm
Labour rights: The means to tackle human trafficking	Op-Ed	2018	https://www.ilo.org/asia/media-centre/news/WCMS_635351/lang--en/index.htm
New Migrant Worker Resource Centre opens in Lao PDR	News	2018	https://www.ilo.org/asia/media-centre/news/WCMS_637320/lang--en/index.htm
Labour rights: The means to tackle human trafficking	Op-Ed	2018	To be provided
TRIANGLE in ASEAN Quarterly Newsletter	E-newsletter	2018	https://us7.campaign-archive.com/?u=ca9acfeb010a145e28ac827c2&id=c0126316d0
TRIANGLE in ASEAN Quarterly Briefing Notes	Project Brief	2018	https://www.ilo.org/asia/publications/WCMS_614378/lang--en/index.htm Previous editions to be provided
TRIANGLE in ASEAN: Cambodia	Project Brief	2018	https://www.ilo.org/asia/projects/WCMS_619962/lang--en/index.htm
TRIANGLE in ASEAN: Lao People's Democratic Republic	Project Brief	2018	https://www.ilo.org/asia/projects/WCMS_622431/lang--en/index.htm
TRIANGLE in ASEAN: Malaysia	Project Brief	2018	https://www.ilo.org/asia/projects/WCMS_622430/lang--en/index.htm
TRIANGLE in ASEAN: Myanmar	Project Brief	2018	https://www.ilo.org/asia/projects/WCMS_622433/lang--en/index.htm
TRIANGLE in ASEAN: Thailand	Project Brief	2018	https://www.ilo.org/asia/projects/WCMS_622435/lang--en/index.htm
TRIANGLE in ASEAN: Viet Nam	Project Brief	2018	https://www.ilo.org/hanoi/Whatwedo/Projects/WCMS_432218/lang--en/index.htm