



# Refreshed narrative report for IPs

July 2020



Project information and resources	3
<b>Executive Summary</b>	6
<b>1. Context updates (max 1 page)</b>	9
<b>2. Progress toward impact</b>	10
<b>2.1 Contribution to resilience</b>	10
<b>3. Gender and inclusion</b>	24
<b>4. Strengthening CSOs and local institutional capacity</b>	26
<b>6. Conflict sensitivity</b>	30
<b>7. Programme synergies</b>	31
<b>8. Contribution to policy and systemic change</b>	32
<b>9. MEAL</b>	35
<b>10. Value for Money (VFM) and efficiency</b>	35
<b>11. Project management / operational issues</b>	38
<b>12. Annexes</b>	40



## L i v e l i h o o d s   a n d   F o o d   S e c u r i t y   F u n d



Managed by  UNOPS



**CARE International in Myanmar**

**Aung Myin Hmu Project  
(Industry Solutions for Safe Employment)**

R1.9/005/2017

**Narrative Progress Report: Final Report (March 2017 to June  
2021)**

**Reporting Period:**

From 01/03/2017 – To 30/06/2021

**Date Submitted**

30/09/2021



## Project information and resources

Project Title	Aung Myin Hmu Project - Industry Solutions for Safe Employment
Lead implementing partner and sub-implementing partners	CARE International in Myanmar BusinessKind Myanmar and Legal Clinic Myanmar
Responsible person	Ms. Tanya Barnfield
Contact email	<a href="mailto:Tanya.Barnfield@careint.org">Tanya.Barnfield@careint.org</a>

Project starting date	Project completion date	
	Originally planned	Current estimate
01 March 2017	30 June 2019	30 June 2021

Approved total budget	Latest signed revision
<b>USD 6,685,643</b>	December 23, 2020

Approval date of amendment	Nature of amendment
December 23, 2020	Grant Support Agreement in Support of LIFT, between UNOPS and CARE International In Myanmar, Budget Amendment Revision 3 # June 2020 ( additional 700K budget for COVID 19 activities )



## List of Acronyms

ACC	Accreditation and Certification Committee
AMH	Aung Myin Hmu
ASMO	Advance Sewing Machine Operator
BIF	Business Innovation Facility
BFP	Better Work Programme
BKM	BusinessKind Myanmar
BRAW	Better Rights at Work Programme
CAD	Computer Aided Design
CBI	Capacity Building Initiative
CEDAW	Convention on Elimination of all forms of Discrimination against Women
CESD	Centre for Economic and Social Development
CSO	Civil society organization
CTUM	Confederation of Trade Unions in Myanmar
DFAT	Department of Trade and Foreign Affairs, Australia
DG	Director General
DISI	Directorate of Industrial Supervision and Inspection
DSW	Department of Social Welfare
DOL	Department of Labour
ESD	Employment and Skill Development
FGLLID	Factories and General Labour Laws Inspection Department
FGW	Female Garment Worker
GBV	Gender-based violence
GBVRG	GBV Response Group
GEN	Gender Equality Network
GEWV	Gender Equality and Women Voice
GIP	Garment Industry Project
HIV	Human Immunodeficiency Virus
ILC	International Labour Conference
ILO	International Labour Organization
IE	Industrial Engineering
IEC	Information Education Communication
LCM	Legal Clinic Myanmar
MGHRDC	Myanmar Garment Human Resources Development Centre
MGMA	Myanmar Garment Manufacturers Association
MOBA	Ministry of Border Affairs
MOE	Ministry of Education
MOHS	Ministry of Health and Sport
MOI	Ministry of Industry
MOLIP	Ministry of Labour, Immigration and Population



MOSWRR	Ministry of Social Welfare, Relief and Resettlement
MP	Member of Parliament
MNCW	Myanmar National Committee on Women
NGO	Non-Government Organization
NOCS	National Occupational Competency Standards
NSSA	National Skills Standards Authority
NTDF	National Tripartite Dialogue Forum
NVFC	National Vocational Foundation Certificate
OSH	Occupational Safety and Health law
OOSY	Out of School Youth
ODI	Overseas Development Institute
POVAW	Prevention of Violence against Women
QC	Quality Control
RPL	Recognition of Prior Learning
SC	Skills Component
SDF	Skills Development Fund
SH	Sexual Harassment
SMS	Short Message Service
SMO	Sewing Machine Operator
SMM	Sewing Machine Mechanic
SST	Supervisory Skills Training
TC	Training Centre
TOT	Training of Trainer
TEWG	Technical Expert Working Group Garments
TPL	Thone Pan Hla
TVET	Technical Vocational Education and Training
VZ	Vision Zero



## Executive Summary

Despite the benefits of migration for rural households, the process is difficult for migrating family members. One of the main drivers of trafficking is the need for women to travel to look for better employment opportunities, making them vulnerable to unscrupulous brokers. Enhancing job opportunities for women and improving access to educational and vocational facilities are key to combating trafficking and creating a successful migration. The Aung Myin Hmu journey began in 2017 with a recognition that female migrant workers were not receiving the skills necessary to produce quality work and improve their earnings, due to a lack of quality driven training provision for the industry. Once in-factory, reports from CARE International showed that 1 in 2 women workers in garment factories in South-East Asia have experienced some form of sexual harassment.

Aung Myin Hmu (AMH) a project of CARE International in Myanmar, worked in partnership with Legal Clinic Myanmar and Business Kind Myanmar (BKM) and in collaboration with the Ministry of Labour, Immigration and Population (MoLIP) to improve the quality and safety of employment for urban migrant women. AMH established a Garment Skills Training Centre (TC), supported the establishment of accredited training lines in factories and trained factories in policy for safe and respectful workplaces (prevention of sexual harassment) in garment factories facilitated essential legal and social support to female garment workers. Working with private sector, legal, social and service providers to improve workplace and community protection systems against Gender Based Violence (GBV), AMH ensured that migrant women were able to have easy access to appropriate services.

The project period saw the growth of the industry from around 400,000 workers in 2017 to 700,000 at the start of 2020. COVID 19 had a huge impact on the industry with a 25% of workers losing their jobs or being furloughed, and then in February the military coup impacted the industry further as Brands were uncertain, they would continue working in Myanmar and factories lost orders.

AMH's two-month courses were designed to train modern sewing methodology on semi-automatic machines, labour law and rights at work through the International Labour Organisation's (ILO) Better Rights at Work Programme (BRAW) and basic skills, including communication, problem-solving skills, nutrition and personal finance management. Sexual harassment (SH) and environmental awareness training completed the curriculum. Factories have told us that AMH workers are more systematic, progress faster, can use many machines and change styles more easily.

The project promoted the residence of workers as AMH trainees had a higher rate of productivity and earned higher salaries than informally trained workers, enabling them to support their families and make healthier food choices. Trainees gave feedback that the training enabled them to be more discerning in their choice of factory, choosing those with better working conditions and which product they preferred.

A higher productivity rate also increased the factories' profits and resilience to shocks though it is noted that those factories who placed value in training, were also likely to be those who placed value in workers and therefore could achieve a higher productivity.

During the project period, 5428 trainees graduated from AMH training centres, AMH supported government venue and factory training line of AMH partner garment factories. More than 1400 garment workers graduated from AMH garment training centre.

AMH continued to advocate for the approval of 11 drafted National Occupational Competency Standards (NOCS). Significant challenges, including political sensitivities among stakeholders about the inclusion of industrial relations content contributed to the delays in approval. However, AMH delivered the highest number of test candidates out of all assessment centres in Myanmar and made a major



contribution to the overall testing numbers, convincing factories of the relevance of NOCS for the garment sector.

Partnership and collaborations were key to achieving the training success. The ILO's Garment Industry Project (GIP) project in particular supported the TC with Better Rights at Work training and the SH component with factory linkages. CTUM played a key role in disseminating sexual harassment awareness training and information, and collaboration with women's groups, Fair Wear and CTUM enabled success on the ratification of Convention 190 and policy influencing work around labour law reform.

Although the sustainability of AMH's outputs were a consideration from the inception of the project and research on the TC sustainability started in 2017, this has achieved a limited amount of success. Although discussions started promisingly, it became evident that there was a lack of capacity within the government to implement a Skills Development Fund (SDF) and a lack of recognition of the value of quality training in the private sector. With the wisdom of hindsight, it could have been effective to build in a large-scale advocacy and capacity building programme with both government and private sector, before the training started plus a secondary programme of high-level support to government of technical development of the SDF, Skills Develop Law and training frameworks. AMH made good progress on a research in to the SDF, (which was used to inform the ESD Law) and on a sustainability strategy, with engagement from MOLIP, but the latter was not implemented. COVID-19 intervened and is hard to know how much progress would have been made, and it is not clear how political barriers would have been broken down even without COVID 19 preventing further progress.

Historically, Myanmar's existing labour laws do not provide sufficient mechanisms to prevent sexual harassment within the workplace and majority of factory management are reluctant to acknowledging sexual harassment issue exist in the garment industry due to reputational concerns. The success of advocacy effort of AMH team resulted in 20 garment factories agreements to set up SH prevention mechanism in their factories, including adoption of Anti- SH policies and sustainable workplace protection mechanisms through multi-media training and coaching for factory staff. The factories are all at different levels stages of program implementation: 17 factories already adopted the workplace level anti SH policy and are implementing the complaint mechanism based on their own action plans. AMH's mini survey conducted in Feb 2021 with factories workers showed that there was decreased in proportion of respondents from 41% at the baseline to 21.6% at the Feb 2021 survey who faced SH experience in the workplace or on the way to the workplace within last year. And a majority 97% of respondents reported felt safer at their factories since complaint mechanism was in place though there was no baseline figure to compare. Factory management and workers also confirmed with project team that they observed there were reduction of SH behaviours in their workplaces.

AMH also advocated for incorporating gender sensitivity and SH in the Occupational Safety and Health Law, into the ongoing development of prevention of violence against women law and on the adoption and ratification of Convention 190. To address this issue, AMH project used indirect advocacy through collaboration with trade unions and also directly advocated with members of parliament and concerned Government for policy changes through and formed coalitions for advocacy with CARE advocacy partners. As a result, 1) the formation of the Occupational Health and Safety committee must be based on women's occupational health and safety aspect, the women participation in the committee must be depending on the nature of the industry/businesses; 2) Inclusion of the need for the employer to institute awareness raising plans, as well as three other recommended changes, were included in the final articles of the Occupation Safety and Health Law that was adopted. Convention 190 was formally acknowledged at the Union of Assembly for further consideration of ratification.



As mentioned above, it is still a challenge to get buy in from Manufacturer Association, concerned Ministry and some policy makers to address the SH in workplace as policy issue given the political sensitivities and limited understanding on the issues.

In addition to raising awareness, AMH developed a multi-stakeholders GBV referral mechanism for effective response to GBV cases with like-minded partner's organizations and responsible government departments. The coordination group have expanded over the project period and now there were 35 organizations participating in the coordination and referral mechanism and the scope of support from the group was also expanded to cover the child protection, people with disability, trafficking, and COVID-19 response. To date, 1574 of GBV cases were referred and supported with services through GBV multi-stakeholder cooperation. As part of AMH advocacy initiative, the gender advisor and program focal continuously involved in CSO led consultation for the development of prevention of violence against women law until the end of 2020. The PoVAW law has been pending to submit the parliament until before the general election in 2020.

Legal awareness raising activities of LCM resulted in community improved understanding on legal procedure particularly on how to report the legal cases and how to justice. This in turn empowered the community giving the sense of protecting themselves and family members as LCM received feedback from community. Strengthening the network of trained paralegals in the community also provided immediate legal support to the people. A noticeable highlights from trained paralegals stated that the training helped them to become more accountable paralegals and provide quality assistance to the community when seeking legal justice. LCM's clients expressed that the 24 hours hot-line is effective for those who need legal advice immediately. There was increased demand from community to get hotline legal consultation for unfair arrested cases after coup. In addition, mediation services were provided for 890 cases and court representation assistance (litigation service) for 79 cases involving physical, domestic or sexual violence and/or mental abuse. Based on the feedback collected from selected number of clients who were supported with court representation, 100% responded satisfaction with LCM services.

BKM and its signature Thone Pan Hla (TPL) network implemented a wide range of peer-led social support services for migrant women in Hlaing Thar Yar and Shwe Pyi Thar Townships. More than 16,456 women factory workers participated in Sunday Café events to improve their knowledge and build supportive peer networks. The reach of this information was amplified through 'Sunday blast messages' via Facebook and SMS to a total cumulative reach of 2,896,710. In addition, 574 migrant women and 2 men received emergency support through the Women in Crisis programme for temporary shelter, loss of employment, sexual violence and human trafficking. During the project period, BKM involved as an active member of several national and international women technical working groups and committee and voices of vulnerable migrant workers reached to national level policy makers as well as international experts, advocates and feminists.

AMH's Facebook page (AMH was active with the total followers of 42,732 and total page like 39,496. According to our market research, AMH Facebook page was a key source for trainee and factory partner recruitment. AMH used social media as a main media platform to raise awareness of GBV as well as to promote the COVID -19 awareness during the time of COVID 19 crisis in Myanmar.



## 1. Context updates (max 1 page)

Domain	Specific changes that took place and why they are significant
Economic Development	<p>In 2017, Myanmar was undergoing a structural transformation away from a rural, agricultural economy toward a more urban, industrial and service-based economy bringing with it the prospects of more formal employment. The nation was the fourth fastest growing in the world in terms of industrial production. Internal migration increased significantly since the start of Myanmar’s economic transition in 2011. The vast majority of migrants were moving in the pursuit of education and employment opportunities that were increasingly available in Myanmar’s cities. However, finding decent work as defined by the ILO in Myanmar was a challenge, with a lack of information and services for safe migration. From the perspective of employers, business growth was hampered by a lack of labour with skills appropriate to emerging industries and the result was a disconnect between migrant workers seeking employment and training, and a private sector that needed skilled workers but that did not have a cost-effective and sustainable way to develop and retain qualified staff.</p>
Significant environmental shocks and stresses	<p>In 2020, the garment industry was hard hit by the COVID 19 pandemic with around 86% of businesses globally seeing a drop in orders<sup>1</sup>. The ILO estimated that between 6.9 and 7.3 million jobs may have been affected as a result of the pandemic with an estimated 600,000 to 790,000 jobs of those in the garment sector. CESD, with MyanKu surveyed around 6610 workers sampled from the 60,000 MyanKu beneficiaries and 30 companies. According to CESD 72% of workers who were laid off or furloughed remain without jobs at the end of 2020. The MyanKu fund gave support money to 60,000 workers in 2020. At the end of 2020 factories had no need to recruit new workers as they were re-employing those they furloughed, or workers who had experience in the industry.</p> <p>Many of the migrants previously employed in the industrial sector have left Yangon, affecting incomes of many smallholder urban vendors. For those who remain, there are further challenges to livelihoods as many are facing debt or have had their assets destroyed or enter into sex trade. Under this political unrest, curfew and restrictions, female sex workers are experiencing drastic reduced income, drop-off in clients, increasing violence and abuse by clients and arrests have also increased. HIV-positive individuals are facing challenges accessing HIV services and antiretroviral medication.</p> <p>Myanmar is on the short list of countries whose economies did not contract in 2020. According to the Ministry of Commerce, garment exports for the first quarter of the 2020-21 fiscal year fell 25% compared to FY 2019-2020 and it is estimated that the Myanmar economy grew by 2% in 2020, down from 6.5% the year before. However, the rate of growth was expected to pick up again in the years to come and the end of 2020 was seeing an increase in foreign investment, which fell again after the coup.</p>
Political	<p>Since 1<sup>st</sup> Feb 2021, disruptions to the banking system, logistics, telecoms and the general</p>

<sup>1</sup> <https://www.sedex.com/wp-content/uploads/2021/01/Sedex-Impact-of-COVID-19-on-Supply-Chains-FINAL.pdf>



Context	state of uncertainty and violence have led to the closure of a number of factories already hard hit by COVID 19 and suspension of orders by brands. At time of writing, brands are reviewing the situation on a day-to-day basis. The majority of brands have publicly stated that they feel have a responsibility to the workers in Myanmar and want to continue placing orders as long as the physical and political context allows.
---------	--

## 2. Progress toward impact

### 2.1 Contribution to resilience

From the very first batch, AMH trained workers had a higher rate of productivity and earned higher salaries than informally trained workers. In 2019, ex trainees' productivity was higher than the control group by 37%. This advantage continued into 2020 (and COVID 19) meaning that they were less likely to lose their jobs and that they continued to earn more than the control group. In 2020, 69 % of AMH graduate trainees received a higher salary than the 2019 figures for the control group. They also understood how their benefits were calculated, contracts, redundancies and medical benefits meaning that they could negotiate and access benefits. Annex (A) salary and productivity of SMO and Annex (B) Skills component's key achievement.

A higher productivity rate increases the factories' profits and resilience to shocks. Supervisory Skills Training (SST) in Cambodia raised productivity levels by an average 22%. While we were unable to collect SST data, feedback from factories is clear: "... supervisors (who have completed the training) are improved (in) their performance...in communication, efficiency and productivity... they increased the production rate between 5%~10% .... (It was) hard to reach the target before the training, but now they can try easily and willingly to reach the target in lines"<sup>2</sup>.

For HR managers, struggling with managing furloughs and layoffs, an online Labour Law training was quickly developed and delivered. They developed a better understanding of the law ensuring fair treatment of workers. The Industrial Engineering course, started Nov 2020 aiming to cut factory losses through efficiency systems, reduced waste, and improved problem solving. U Myint Soe, Factory owner of Shwe Sakar Factory said:" Now that AMH is providing this training, both I and my engineers can look forward to higher efficiency, increased production and a better understanding of line balancing. Having a properly qualified engineer, we will be able to monitor and assess real time data and identify problems in production lines." While COVID 19 prevented data collection on the SST course, factories have reported fewer disputes on line for both SMO SST and the QC training. Factories who are able to work together with their workers through crisis such as COVID 19 are more resilient.

In March 2020 the MOHS announced that face masks were to be worn in all public spaces. In April, factories started to complain of cancelled orders and NGOs were appealing for good quality and affordable masks for their own staff and for distribution. The AMH team developed a pattern and instructions to support factories to make masks, and support workers. NGO customers placed orders with factories through AMH, supporting 14 factories and 795 workers with jobs and orders of 3,329,287 masks for 13 NGOs. Please see Annex (C) AMH COVID 19 Response Reports and (D) AMH COVID 19 Response data for more information.

---

<sup>2</sup> Quote of Mr. Kittisak, Factory Manager from Sawbwa VT Co. Ltd on SST training course



Through the in factory SH prevention program there is increased knowledge of SH and confidence among FGWs to make complaints. 97% of women reported feeling safer with a complaint mechanism in their factory, increasing their confidence and resilience, lowering absenteeism.

The strengthened coordination mechanisms and proper referral systems of community-based organizations, paralegals and service providers, government services for migrant women improved the quality of GBV services and increased awareness of GBV and legal literacy increasing protection for migrant women. By empowering migrant women with an understanding of their rights, and improving their access to services, project resulted in increasing their sense of security and resilience against violence at home and in the community.

TPL's peer network of FGWs provided crisis support services, peer support and information channels, are designed and implemented to enhance female garment workers' engagement resulted in women making informed decisions related to their migration, employment and their empowerment to reduce the potential risk and effect of risks in the workplace and community.

Please also see Annex (E) to see quotes, success stories, and voice of communities.



## 2.2 Contribution to outcomes and outputs

<b>High level Outcome 1: Enhanced Livelihoods for migrant women and increased productivity of trained migrant women</b>	
<p>HLO 1.1: Higher salaries for % of migrant women graduate trainees against non-trained workers same length of experience in the garments industry</p> <p>HLO 1.2: % of graduate trainees able to deliver on targets (or on their expected performance) against non-trained workers.</p> <p>Intermediate Outcome IO 1.1.1 # of factories who have adopted a curriculum against the NOCS (Phase 2)</p> <p>IO 1.1.2 # of NSSA approved National Occupational Competency Standards for the garment sector (Phase 2)</p> <p>IO 1.1.3 Registration of AMH TC as a separate legal entity is completed. (Phase 2)</p> <p>IO 1.1.4 # of vocational skills training centers that have adopted a</p>	<p>When AMH was started in 2017 the only formal training for the garment industry was a ten-day training at the MGHRDC in Insein. Factories gave training in-factory, led by untrained workers who passed on poor technical skills and a lack of modern methodologies. Workers, especially those from rural areas, were hampered with a lack of knowledge of their rights, poor cognitive and communication skills and financial skills, a lack of Labour Law knowledge contributing to poor employee-employer relations, workers not understanding contracts, minimum wage or OSH. Accessing employment was risky due to a lack of preparation and poor access to accurate information. Women migrants who cannot find jobs quickly are vulnerable to labour exploitation, recruitment into sex work and other unsafe workplaces. Before arriving at AMH 59 % of trainees had not worked in the formal economy, some were unskilled labourers at subsistence level wages, but 38% were not employed.</p> <p>AMH's two-month courses were designed to train modern sewing methodology on Semi-automatic machines, labour law and rights at work through the ILO's BRAW and basic skills. BKM taught basic skills which were designed to support migrant workers as they lived and worked in factories, away from familial support. Communication, cooperation, concentration, responsibility and resilience are the 'take home' skills of the course, along with basic mental/physical health education. Female migrant have increased safety and resilience through improved communication, problem-solving skills, nutrition and personal finance management. SH and environmental awareness training completed the curriculum giving skills to support trainee's long-term resilience. SMO's learnt how to arrange their workstations for comfort and speed and how to manage repetitive actions for the best speed and quality. Factories have told us that AMH workers are more systematic, progress faster, can use many machines and change styles more easily. QCs trained by AMH know what to check quickly without looking at reference sheets. Annex (F) Factory visit findings of M&amp;E consultant Ms Sadia Ahmed.</p> <p>Initially recruitment was hard as migrant workers did not understand training benefits choosing to go straight into a factory and start earning, in particular just after the minimum wage was raised. Prospective trainees did not trust AMH it was unknown to them. Affordable, decent hostels were a blocking point leading to AMH making arrangements with local hostels to house trainees at a subsidised rate. 20 trainees stayed in the hostels and formed friendships and support networks as a result. Facebook was the main source of information for AMH trainees prior to arriving in Yangon. Job fairs, public events, MoLIP's Labour Exchanges</p>



<p>curriculum against the NOCS (Phase 2)</p> <p>IO 1.1.5: Assessors trained and number of Assessor trainings held (Phase 2)</p> <p>IO 1.1.6 # of training centers/training providers providing financially sustainable accredited training (Phase 2)</p> <p>IO 1.2.1 # of migrant/disadvantaged women received skills (from AMH TC/other training centers/factory line) (Phase 2)</p> <p>IO 1.2.2 % of migrant/disadvantaged women workers from the Training Center who at the time of reporting are placed at work relevant to their training (Phase 2)</p> <p>IO 1.2.3 % of migrant/disadvantaged women workers who at the time of reporting are able to perform as per the demand at work (Phase 2)</p>	<p>Offices and Migration Resources Centres were not found to be a cost-effective way of recruiting trainees as there were too many barriers around trust which could be better managed through Facebook. It also enabled potential trainees to ask questions about training, stipends, hostel conditions, accommodation or travel arrangements.</p> <p>An early challenge was a high drop-out rate after the transition from AMH TC to the less well-equipped factories. AMH introduced an orientation consisting of video clips and talks by trainers on life in a garment factory including salary expectations, working hours and conditions. An additional benefit of this, was that trainees were able choose what type of factory they wanted to work in and with what type of clothing. Trainees also used the TC trainers, all of whom come from the industry as a source of knowledge, mentoring and ongoing support through a Facebook group.</p> <p>The training given by AMH and partner factories has started to change the conversations around training. In 2017 factories did not see training as an investment and believed that if you trained staff, they would leave. As factory managers saw the benefits of working with AMH trained workers, mentioning better communication skills and problem solving in particular, it became easy to place trainees and factories started to approach AMH for trained workers and to develop training. In 2019 AMH developed the SST in collaboration with factories, BIF and the ILO's Better Work Programme (BFP). The course was tailored to Myanmar needs, including teaching supervisor to use semi-automatic machines and correct sewing method sin a global first. Factories told us that workers and Supervisors do not know how to use the semi-automatic machinery and so expensive machinery is wasted and productivity is lower than need be. The understanding of training benefits had changed to the extent that the course was oversubscribed and the number of classes had to be doubled. The SST gave supervisors better understanding of their roles and responsibilities to delegate, motivate staff, to build performance impacting the lives of around 4000 workers. Industrial engineering (IE) is another area where large impact for works is achieved by training middle management. Dealing with the ergonomics, efficiency and production flow in a factory, a good IE can increase productivity, improve working conditions and lives of those working in the factory. We do not have data on the impact of the IE due to the coup, but see the quotation above in Resilience.</p> <p>AMH gave technical support to the Ministry of Border Affairs (MOBA) to refurbish their training centre in North Dagon to meet international compliance and safety standards and facilitated Bogart Lingerie, Eurogate, ShweSakar, Maple, Myport to run in-factory training accredited training for new workers by giving TOTs to 49 trainers from the factories. Data from the factory training lines demonstrated that in-factory training specialising</p>
--	--

	<p>in the factory product, had a huge impact on Productivity, efficiency and turnover. In Bogart, monthly efficiency was up to 35% higher for those trained in factory, and yearly efficiency up to 70% higher. Turnover of those trained in factory was running at 0% against 87% per year for workers with existing experience. For a country with average 10% monthly turnover and all the cost that incurs on retraining and loss of productivity, this is a game changer. See Annex (AD) for Average Efficiency from Bogart. It is recommended that the NSSA revises the NOCS to make them relevant to factories and mandates factories to run accredited quality training. Since the TC closed for COVID 19 prevention in Myanmar, many of the original courses have been adapted to blend learning where trainees can learn online: face to face and with online training materials and videos after working hours and weekends. Training videos have been filmed and animated for the ASMO, SST, IE, Merchandising and Labour Law courses; total of 23 videos and four animations. This is the first-time videos such as these have been developed in Myanmar language. Five courses have been translated into English and given to Made by Women, a CARE International programme ensuring Decent work for FGW, so that they can be used regionally. Into 2021, AMH had further developed the training plan to include Social, Environmental and Green (Energy) courses and was discussing with Sequa and ILO's BWP and VZ to develop social and environmental courses, with TOTs, responding to the sector's global drive for ethical and environmental reform.</p> <p>AMH's Facebook page "AMH" was active with 42,732 followers and 39,496 page likes as of 31st May 2021. It was a key source for trainee and factory partner recruitment and information. AMH Garment Industry Training page was stopped after advice from the BBC Media Action to keep all posts in one place. Annex (G) for AMH's COVID 19 response press release, Annex (H) for Media coverage of AMH's COVID 19 response activities and training activities in local media and Annex (I) for AMH Newsletter (Sep to Dec 2020).</p>
<p><b>Outputs</b></p> <p>O 1.1 Curriculum developed in line with NSSA NOCS (Phase 2)</p> <p>O 1.2: Trainers trained through a Training of Trainer (ToT) model and number of IE/</p>	<p>AMH held a meeting in June 2017 to identify the skill priorities for the industry as the first step in building a comprehensive training provision for the garment sector. Participants identified Sewing, Cutting, Supervisor/Industrial Engineer, Quality Control, Finishing, Mechanic, Merchandising and CAD as priority skills. AMH developed the curriculums and draft NOCS for all of these plus Trainer, and Safety and Compliance Officers. Also identified were OSH and Industrial Skills and Life Skills, all of which AMH has put in place. Fair Wear developed the Compliance and Safety Officer draft NOCS in collaboration with FGLLID, DISI and NSSA and ILO's Vison Zero fund developed Electrician and Boiler Officer training. AMH had an agreement with ILO VZ to develop the Safety Officer training</p>

<p>supervisors/ HR trained (Phase 2)</p> <p>O 2.1 Advisory committee is formed/established (Phase 2)</p> <p>O 3.1 Research completed with strategy suggestions on reaching and training young school dropouts/school leavers (Phase 2)</p> <p>O 3.2 Curriculum for young trainees (Phase 2)</p>	<p>and run a TOT with partners including MGMA and private training partners. This was halted in February 2020. All of the drafts, except for the Boiler and Electrician have been handed to MOLIP.</p> <p>A timetable of NOCS approval was agreed with the NSSA and GIZ. AMH delivered the first NOCS as agreed in March 2018, however they were not approved. After multiple discussions, delays and excuses by NSSA through 2019 and into 2020, AMH decided to concentrate only on curriculum delivery and internal assessment.</p> <p>The NOCS was also a point of contention with factories. In 2019, AMH did not recruit any factories to run training lines. Factories gave feedback that they wanted the TOT but did not want to establish an assessment centre to run accredited training as the SMO NOCS is irrelevant as it contains outdated methodology. AMH was aware of this and was giving a one day 'NOCS training' with incorrect methodology to enable trainees to pass. This issue was raised both formally and informally with the NSSA and MOLIP and not resolved. In 2017 it was agreed with the NSSA that AMH would support the NSSA by running sewing machine training for assessors as they were being trained in assessment procedures without standardising the technical content. The NSSA did not avail themselves of the opportunity and assessors remain un-trained in the technical aspects of the tests. AMH also held discussion with MOLIP about the drive to achieve high numbers of RPL assessment over good quality but did not succeed in changing the practice. This created a challenging environment in which to drive the need for quality training. A final result of this is that MOILP are faced, at the end of the project, with a desire to run training and a lack of technical capacity to manage this. MOILP requested AMH for a TOT at the end of June just as the project was closing.</p> <p>In the year 2018-19 AMH delivered the highest number of test candidates out of all (40) SMO assessment centres in Myanmar and made a huge contribution to the overall Myanmar test numbers. There were 1693 SMOs tested compared with the next highest figure of just over 857 Electricians. In the year 2019-20, it was 238 and 130 respectively. The NSSA ceased assessments in 2020.</p> <p>AMH recognized a growing demand to support out of school youth and adolescents from vulnerable households to step out of informal and low-skilled labour into decent work through training. AMH carried out research in early 2020 to explore the feasibility of establishing a training program to give garment skills training and key soft skills for youth. The study found a huge need across the country, and space for collaboration with the private and public sector. A new program was planned through government partnership with variety of service training providers. Supported by the Ministry of Education (MOE) Department of TVET (DTVET), The National</p>
---	--

	<p>Vocational Foundation Certificate (NVFC) would have met the needs of out of school youth, through part-time, non-formal, modular-based training courses delivered through various training partners in each State and Region in the evening and weekends. The pilot was delayed because of COVID 19 and was further postponed after Feb 2021.</p> <p>Annex (J) for Training Opportunities for Out of School Youth report.</p>
<p><b>Higher Level Outcome 2: Increased protection for migrant women in urban areas</b></p>	
<p>HLO 2.1 % of migrant women who have been referred through GBV referral systems who report satisfaction with the availability, appropriateness and quality of appropriate services (Phase 2)</p> <p>HLO 2.2 % of migrant women who report experiencing discrimination and abuse in public and/or at the workplace (Phase 2)</p> <p>HLO 2.3 # of laws and policies reformed by government and garment industry to prevent sexual harassment (Phase 2)</p> <p>HLO 2.4 % of women who report feeling safer due to SH awareness activities and existence of complaint mechanism (Phase 2)</p> <p>IO 2.1 Improved access to quality Government,</p>	<p>To address the migration risk and improve safety for migrant women in the community and workplaces, AMH increased protection mechanisms in garment factories and communities in Hlaingtharya and Shwe Pyi Thar so they could live free from violence, discrimination and abuse. Project interventions focused on three levels – <b>National level</b> to influence policy and law reform, <b>workplace level</b> to put in place anti-sexual harassment policies, and <b>community level</b> to prevent and respond to GBV by working with community groups, paralegals, and public and private service providers.</p> <p><b>Impact on the community through strengthening services of multi-stakeholders</b></p> <p>AMH implemented a GBV prevention and response strategy. Using the GBV prevention multi-stakeholder model developed by CARE since 2016, AMH developed community based GBV response groups, strengthened their organizational and case management capacity, their direct awareness and dialogue with communities and engaged men in particular on social norms and behaviour change. The response was strengthened through a focus on support services available to survivors of violence and the connections between services, community groups, and public and private service provider). Three community based GBV response groups in two wards and one village in Hlaingtharya have strengthened capacity and served as front line responders to support GBV survivors with immediate legal and psychosocial advice and referral to other service providers. They were increasingly recognized by Government Departments and other stakeholders for their effective support and representation of GBV cases at coordination meetings.</p> <p>AMH’s project partners, Thone Pan Hla and Legal Clinic Myanmar were the key member of the township coordination mechanism in providing essential support services for women and girls at risk of GBV or GBV survivors.</p> <p>TPL played the key role in providing a wide range of safety information including safe migration messages, crisis support services through their</p>

<p>private sector, community and CSO services (health, legal, crisis support, accommodation) for GBV related support for women</p> <p>IO2.2 Factory owners adopt SH policies and SH package and implement sustainable improvements to workplace protection mechanisms</p>	<p>peers led network which resulted in migrant women making more informed decisions relating to their migration and employment. In addition, migrant women were able to overcome the social marginalization and avoid potential or further risk of violence and abuse.</p> <p>Based on the record from TPL, the immediate supports such as psychosocial counselling, family reunion, safe shelter were able to provide for the most vulnerable women- 574 women in total including domestic workers, women/pregnant women who had been experiencing violence from their owner and husband, destitute women and the girl who are at risk of trafficking. The common feedback from the women who received crisis support from TPL depicted that their lives were safe while they could stay at the TPL centre since most of them had high risk of violence from husband and trafficking. TPL's follow up support for women to reunion with their family members also gave them opportunity to meet with their family again and these supports were the most appreciated by the women.</p> <p>LCM covered the essential role in the project by providing expert legal support services to increase protection for migrant women in project locations. LCM provided different channels for community to get access the legal services through 24 hours hotline or trained community based paralegals or direct meeting with community on the ground especially from community legal awareness trainings. LCM's strengthened paralegal network was able to support the wider communities to get the appropriate legal services such as legal counselling, advice, mediation and links with existing services within the referral mechanism. Based on feedback from LCM's clients, the 24-hour hot-line was effective for those who needed immediate legal advice. It helped the communities to get access to reliable legal information, expert opinions and in-depth legal knowledge allowing them to seek justice under the law with confidence. From the LCM's litigation support for the 79 GBV cases across the project, 64 cases received the final order of the Judge meaning that 81% of the GBV survivor's cases supported with legal representation at court were resolved. The perpetrators were sentenced to prison, and punished according to the law. LCM was able to collect satisfaction survey with 20 survivors out of 64, all of them answering they were satisfied or fully satisfied with the services. Therefore, it can conclude that 100% of cases are resolved to the satisfaction of the survivor.</p> <p>Government staff support services for GBV survivors have improved since receiving GBV case management training from AMH and understanding the gender, GBV and survivor-centred approach. In addition, AMH facilitated connection and regular coordination among community groups, private and public service providers that meant that GBV</p>
---	---

	<p>survivors had improved access to complementary and responsive services In particular access to information on governmental procedures and services from Department of Social Welfare: usually hard for community groups to approach. The GBV multi-stakeholder cooperation supported 1574 GBV cases with services. AMH was not able to organize a project evaluation, however, the following results were recorded through regular monitoring of field activities and review meetings with community stakeholders.</p> <p>Women and men in the migrant community have an improved understanding of GBV, different types of GBV experienced in the community and household level, changed attitudes and practices related to harmful gender norms. These include: it is a normal and personal issue if a husband beats his wife; household chores are the responsibility of women; outsiders should not intervene in the conflict between husband and wife. One male participant said anecdotally that committing violence on a wife is not acceptable behaviour, and he will no longer beat his wife in the future and will help with chores at his home. A reflection captured from a community based GBV group is that “the community is now being vigilant against GBV cases, they supported GBV survivors with information about GBV response groups (GBV-RGs) and they brought the survivor to get support from the groups”.</p> <p><b>National level advocacy to influence the law and policy reform to prevent sexual harassment in workplace and violence against women</b></p> <p>AMH conducted a legal and situation analysis to understand the legal and policy implementation gap to inform the National level advocacy strategy to address sexual harassment in the workplace. Results from the analysis showed that there are no provisions related to sexual harassment in labour legislation or the occupational health and safety legislation. The only legal provisions are found in the Penal Code, with another potential strengthening of provision through the draft Prevention and Protection of Violence Against Women Law. See Annex (K) Legal and Situation Analysis report_SH in Workplace.</p> <p>To address the gap in the legal framework, AMH developed broad based alliances with women’s groups, trade unions and labour rights organizations, ILO and other INGOs working on labour issues. A series of workshops and meetings were organized including advocacy strategy development workshops in 2018 and follow up meetings for implementation of short and long term collaborative work over 2018 and 2019. See Annex (L) for SH in Workplace Advocacy Strategy. AMH provided technical inputs for Trade Unions so they could participate or respond to policy dialogue/briefs such as Convention 190. As a result of the support, the Union/Labour women leaders presented on violence and harassment</p>
--	---

at the ILO Convention 190 sessions of the 2018 and 2019 ILC, and at two National Tri-Partite Dialogue Forum during 2018 and at key stakeholder meetings during 2020. Union leaders were able to lobby the Myanmar Government delegates to support the adoption of Convention 190 while at the ILC and within the country. In addition, women union and labour leaders succeeded in their lobbying efforts to their factories to integrate sexual harassment provisions in contracts (4 factories) and 2 other factories took action against perpetrators. Approximately 3200 workers benefitted from these changes.

The following outcomes resulted from the advocacy which took place between March 2018 and July 2020 before the general election.

1) After a series of internal consultations, meetings with individual PMs, the Upper House Bill Committee, and the Lower House Bill Committee from November 2018 to March 2019, five out of the ten proposed changes including that formation of OSH committee must take into account of women's occupational health and safety aspect and the proportion of women participations must be depending on the nature of the industry/businesses were made in the finalized OSH Bill passed by the Union Parliament. See the detailed of proposed amendments and changes accepted in final OSH Bill in Annex (M). This would impact and benefit the whole female workforce in Myanmar: 9.86 million women (according to the Statista Research Department, March 2021).

2) From June 2018 to July 2020, AMH organized a number of meetings and workshops with multi-stakeholders including ILO, Trade Unions and Labour Organizations, produced a policy paper, held an advocacy meeting with MOLIP to garner their support for the ILO convention 190 to tackle sexual harassment as a domestic concern, and gave technical and financial support to women workers delegates. The following outcomes were recorded as significant results throughout the project.

- Following the 107th International Labour Conference (ILC), the Confederation of Trade Unions (CTUM) has increasingly taken on a leadership role in championing the issue of addressing sexual harassment at work.
- The ILO Convention, supported by a recommendation, was adopted at the 108th ILC. All four voting delegates from Myanmar voted in favour of the Convention and with the exception of the employers' representative, voted in favour of a recommendation.
- The proposition in favour of ratifying the Convention 190 proposed by five members of parliament was acknowledged and recorded at the Union Parliament session of Myanmar in July 2020.

3) AMH's technical team was involved in the Law Advocacy CSO working group for the development of Prevention of Violence against Women

	<p>(PoVAW) Law over the whole project period. The draft law was to be discussed at Parliament session in the third quarter of 2020, led by the Ministry of Social Welfare, Relief and Resettlement with participation of CSOs. Unfortunately, the law was not submitted to Parliament before the general election.</p> <p>AMH made an attempt to integrate a sexual harassment provision in the amendment of Settlement of Labour Dispute Law (SLDL) in 2018. This did not succeed due to a limitation of space to include new provisions in the revision. Further advocacy work has stopped because of the political instability since 1<sup>st</sup> February. See the Annex (N) that captured the lesson learned from SH in workplace advocacy work done between 2018 to mid-2019 and Annex (O) the policy brief used at advocacy with members of parliament in July 2020.</p> <p><b>Intermediate Outcome 2.2 Factory owners adopt SH policies and SH package and implement sustainable improvements to workplace protection mechanisms</b></p> <p>AMH adopted the replicable and evidence based sexual harassment prevention package from CARE Cambodia. The team followed key steps including meeting with factory owners to advocate for the benefits of the program, running the in-factory training of trainers program for HR/Compliance Manager and the anti-sexual harassment committee (comprised of management and workers representatives), workers' trainings and follow up technical support for factories. AMH led 17 factories to have anti-SH policies, complaint handling mechanisms and committees in place to support workers with information on sexual harassment awareness, reporting procedures and policy. The remaining 3 factories have partially completed the programme, however, AMH could not continue the activities due to both COVID 19 and the political crisis. These 17 factories have benefitted from increased knowledge and confidence among more than 28,000 garment workers as they understand what sexual harassment is and how to make complaints at workplace level. The status of activity implementation at 20 factories can be seen in Annex (P).</p> <p>The baseline and 2021 outcome survey show that 41% workers reported experience of SH in the workplace or on the way to workplace in last 12 months at baseline but only 21.6% in 2021. In 2021, 97% of FGWs reported they felt safer due to the SH awareness activities and the existence of complaint mechanisms in their factories. There was no baseline data to make a comparison. Data from CARE's STOP project, which uses the same model of workplace intervention, showed an increase in the percentage of female workers who agreed that they felt confident to report sexual</p>
--	---

	<p>harassment in the workplace. The result showed 78% at baseline vs 92.5% at end line. See Annex (AC) for Evaluation Report of STOP project.</p>
<p>Outputs</p> <p>O5 Effective information systems are up and running to support safe migration</p> <p>O6 Peer-led network for factory workers is strengthened and extended</p> <p>O 7 Community groups, migrant associations, trade unions, CSOs with the capacity to strengthen support to migrant women on GBV</p> <p>O8 Government health services, police, legal aid providers have the capacity to provide services to migrant women on GBV (Training govt.)</p> <p>O 9: Duty bearers, service providers, trade unions &amp; employers receive technical assistance related to SH prevention, handling and advocacy approaches.</p>	<p>Throughout the project period, 292,976 Sunday blast messages received by migrant women which were directly relevant to the concerns and needs of women migrant workers including how to eat nutritious food, awareness about risk related to GBV, trafficking, information about available services in the city, Labor Law, women protection law, announcements about free vocational training opportunities, COVID 19 prevention messages etc. The Sunday-Blast text messages have been sent out since 2017 and have rapidly spread among the female workforce. The most effective Sunday Blast messages were the COVID 19 prevention awareness, how to choose nutritious food, announcement of the AMH training courses as most migrant women interactively engaged to ask the question about the courses when visiting the Sunday café. Sunday blast messages were shared through social media platform as well and 2,690,253 was a cumulative number of people reached through social media posts.</p> <p>70 migrant women were trained as TPL peer leaders serving as role models for other migrant women and supporting women in crisis with advice and referrals to TPL and other service providers. There were 136,555 cumulative number of migrant women interacting with TPL leaders at work, on ferries &amp; in hostels across the whole project period. From 2017 to 2019, there was expansion of the peer led network from 30 to 70 peer leaders. During COVID 19, some peer leaders went back to their home towns leaving just 40 peer leaders at Thone Pan Hla. TPL has given training to peers leaders, on Labour Law, how to support the workers with basic legal aid, how to address sexual harassment in the workplace and psychosocial counselling. Peer leaders also managed to distribute COVID 19 prevention materials to women, and played an important role in the distribution of cash for hostel and meal support for women workers from Myan Ku and AMH.</p> <p>To strengthen the support of service providers for the women and girls at risk of GBV or GBV survivors, project provided the capacity building for 424 cumulative number of participants (male -91 and female- 33) including community based GBV service providers and Government service providers through 13 events of gender, GBV case management related trainings and workshops. The community based GBV-response groups received the organizational and their member capacity development trainings and support like facilitation, organization constitution development, community mobilization.</p>



	<p>With the support of community based GBV response groups, 6445 cumulative number of community members (Male-1633, Female-4812) participated in 254 events including GBV awareness sessions, dialogue sessions, engaging men trainings/workshops organized by community based GBV response groups and CARE.</p> <p>2240 cumulative number of community members from peri-urban area received legal awareness session organized by LCM. The pre and post-test results from the training showed that over 65% of the participants have more knowledge of women’s protection and other laws, the legal system, court procedures, and international standards like CEDAW. Feedback was that the training topics were relevant and very useful. Participants said they learnt about legal topics: how to report cases and how overcome unfair and unjust treatment. During this reporting period, 182 community based paralegals were trained by LCM experienced lawyers. LCM established a community-based paralegal centre in July 2020 to expand the services and activities in Shwe Pyi Thar township where there are large number of migrant workers who had limited access to legal services to make legal rights violation complaints. LCM’s paralegals served as front-line responders by providing an effective legal support system for GBV survivors. Trained paralegals also highlighted that the training helped them to become more accountable paralegals and provide quality assistance to the community when seeking legal justice.</p> <p>In 2018, LCM established legal hotlines to provide immediate legal advice directly to community member and this initiative empowered community members to get greater access to legal advice and consultations without leaving home through its 24-hour hotline service and reached 1186 people. While LCM experienced challenges to implement the physical trainings due to COVID 19 related restrictions, LCM used different approaches – development of legal awareness IEC, cloth masks and distributed to the community and sharing of legal advice on the media including Facebook, YouTube and TV channels. Facebook posts reached <b>5.4 k views and 188 users</b> shared the legal information posts from LCM Facebook page. In addition, mediation services were provided for 890 cases and court representation assistance (litigation service) for 79 cases involving physical, domestic or sexual violence and/or mental abuse.</p> <p>66 times of Ward Level Coordination meeting and 14 times of Township level Coordination meeting with multi-stakeholders organized for GBV and Child cases referral mainly facilitated by AMH project.</p> <p>20 garment factories engaged with project and implemented the sexual harassment prevention program for their workplaces. 3 Trade Unions and 8 Labour Right Organizations also engaged with the project to address the sexual harassment in workplace issues as part of the labour issues and the</p>
--	---



	<p>union/labour leadership and their members have proven improved awareness and action to address the issues at National and Workplace levels. 191 participants (Male-35, Female-156) from 17 factories were trained as trainers comprised of both management and workers representatives to work together on implementation of sexual harassment prevention program in their factories. 9874 garment and other factory workers (Male-1377, Female-8497) received sexual harassment awareness through 74 training/workshop/events at AMH training centre, 20 garment factories and through working with Trade Unions and Labour Right Organizations.</p> <p>AMH project implemented the policy influencing activities to integrate prevention of sexual harassment in workplace at Settlement of Labour Dispute Law, Occupational Safety and Health Law, Prevention of Violence against Women Law, adoption and ratification of Convention 190 at International and National levels. AMH supported the Union leaders and women worker representatives to raise the sexual harassment in the workplace as the policy gap to address at International and National policy convening events -2018 and 2019 International Labour Conference, at National Tri-Partite Dialogue Forums in 2018 and at workplaces.</p> <p>In order to broaden the awareness of sexual harassment in wider community and stakeholders, AMH organized the information dissemination through mass events and the online platforms such as YAT (STOP) and CARE Facebook page. More than 87,000 people reached with awareness on GBV and Sexual Harassment in Workplace through Special Events (16 days of activism, International Women Day, Labour Day) and online events. Please see Annex (Q) for YAT/STOP Social Media Analysis Report.</p>
<p><b>COVID 19 response activities</b></p>	<p>Please see the attached Annex (C) and (D) for detailed COVID 19 Response Activities undertaken by AMH.</p>



### 3. Gender and inclusion

AMH identifies the empowerment of women by enhancing their skills and livelihood options, increasing workplace protection systems and improving the quality and accessibility of support services as a key pathway to equality. AMH is informed by a gender analysis that reveals the inequality of gender norms impacts on the life choices, opportunities, wages and access to services, equality and justice for migrant women. AMH's approach to gender equality outcomes is based on CARE International's Gender Equality and Women Voice framework (GEWV) which has three levels:

1. Building the agency of migrant women by strengthening their hard and soft skills, experience and access to information related to services, rights, etc.
2. Changing gender relations - by working with family members at the community level to reduce the risk of GBV and harmful social norms, and with factory staff and power holders to reduce the risk of sexual harassment and harmful workplace norms
3. Transforming structure by working with duty bearers to change the law/policy/practice to protect women, and working with private sector to improve their investment in the skills and safety of workers.

Female migrant workers are the primary impact group of AMH and 85% of the participants reached from the project were women. Women who participate in the project are provided with accredited technical, industrial and basic skills to equip them a whole new level of knowledge, skills and ability to gain income and manage it. Financial literacy, including employment contract rights and responsibilities, are part of the training, enabling them to be more proactive in their employment and self-advocate in the workplace. In order to support the women's access to and control over resources, AMH provided direct legal support services, legal awareness and economic violence as part of GBV awareness session among migrant women living in peri-urban area and delivered para legal trainings for participants, who those who actively participated in the basic legal awareness sessions, to provide legal counselling, advice, mediation and linkage with existing services within the referral mechanism. In addition, AMH provided opportunities for women to exchange their experiences, learn from one another, and improve social cohesion through Thone Pan Hla garment association's centre based approach. Women are also equipped with training/awareness raising on gender-based violence and sexual harassment in order to protect themselves or others and seek support from service providers when they experienced GBV risk or survived from GBV at workplace or in the community.

AMH actively supported the women at different level to speak up, take action and have a role in decision-making and policy dialogue at the local and national level. For example, through lobbying factory owners and holding separate consultations for women, AMH ensured effective involvement of women workers in the development of the model workplace sexual harassment policy. In addition, AMH provided the technical and financial support for women and men in leadership position at trade unions and labour rights organizations to improve their knowledge and advocacy approach to gender equality and GBV/SH in workplace issues. One significant outcome from capacity building with trade union and labour right leaders was that the 39 women leaders from organization became the active advocates in raising gender and GBV/SH issues in workplace and they advocated at workplace level to include the sexual harassment prevention provision in the employment contract at 8 factories and



perpetrators from two factories were taken action due to the collective demand of women workers led by the women leaders. This result can be seen as changing the power relation at workplace level as improved knowledge and bargaining skills of garment workers.

At structural level, AMH addressed the barriers of women to women's economic empowerment through changes to laws and policies that will address gender-based violence and sexual harassment in workplace. There was no specific law in Myanmar that address sexual harassment in workplace, or gender-based violence in the community. AMH has used two main advocacy approaches to contribute to law and policy changes: 1) direct advocacy with policy makers 2) strengthen the capacity of women workers to advocate for policy changes through the National Tri-partite Dialogue forum mechanism. On practical terms, AMH project engaged with women leaders in power like women union leaders and women member of parliament to see the effective representation of women workers' issues/interest like sexual harassment in workplace at relevant policy dialogue. Two women leaders from Trade Union were supported to represent the violence and harassment issues in the workplace at 2018 and 2019 International Labour Conference (ILC) and due to the advocacy effort from the project, Myanmar delegates voted in favour of adoption of Convention 190 at 2019 ILC. By engaging with women Member of Parliament (MPs) at National level, project was able to work with them by building the feminist alliance of women MPs to represent the sexual harassment in workplace issues mainly experienced by the women workers. There were 4 women MPs actively represented the SH in workplace issue at National level policy dialogue around new Labour Law –Occupational Safety and Health law development and National level discussion of recommendation to take steps towards ratification of Convention 190 (Ending Violence and Harassment in the World of Work).

In order to address the relation level with the people who have influence on the lives of women, AMH targeted the male workers/staff in the workplace like mechanics who were identified as one of the main perpetrators in garment industry with different training messages and approach to persuade them as allies in addressing SH in workplace issue. Likewise, partners of migrant women from the targeted community were engaged by project and community group by having targeted approach. By doing so, project observed the reduction of sexual harassment and GBV behavior at partner's factories as well as in the community.

From the inclusion perspective, AMH used the existing networks to fully engage with organizations such as Eden, Sex Worker in Myanmar Network, Gender Equality Network, Department of Social Welfare, Deaf Blind Association, Leprosy Mission that work with marginalized groups such as people with disability, female sex workers, to ensure that FSW, trafficking survivors, disabled persons and other marginalised persons have the opportunity to be recruited into training or services offered by the project. There were not many but some people with disability were supported with legal aid from LCM, entry into Sewing Machine Operator training and Myanmar Federation of Persons with Disabilities was provided technical support from AMH for the development of sexual harassment prevention policy for their organization which will in turn benefit for the people with disability working for their organization or in the community.



#### 4. Strengthening CSOs and local institutional capacity

AMH worked in partnership with local organizations- BKM/ TPL garment worker association and LCM as contracted partners, and with community based groups such as GBV response groups in three locations, government service providers at local level, MOLIP, members of parliament at National level, Trade Unions and Labour Right Organizations. Different partners and stakeholders received targeted capacity building, awareness raising and technical support from CARE based on their organizational requirements.

CARE gave BKM /TPL project cycle management training, data recording, analysis and reporting, and financial management capacity: checking financial errors, internal control systems training. In addition, AMH's SH technical team gave 52 peer leaders from TPL were provided with training with purpose of spreading awareness of SH. BKM stated that the CARE collaboration has led to improved organizational capacity and procedures. BKM's staff's learning and creativity have improved so they have been able to provide a wider range of peer directed services for migrant women at the TPL Centre/Hostels in Hlaing Tharyar and Shwe Pyi Thar. BKM's cooperation with the ILO, INGOs, local NGOs, CSOs, Trade Union and engagement with Government Ministries has also improved. TPL peer leaders are very proud of their improvements and getting more confident networking. BKM team and TPL leaders were able to build good relationships with local authority and Township administration officers. BKM became a member of the legal protection of Domestic Worker's law working group and provided input to the development of the domestic worker law. BKM was elected as Co-Chairperson of Women's Organizations Network of Myanmar for the period 2019 to 2021 and BKM was the member of Myanmar National Committee on Women (MNCW-Yangon) and participated in the prevention and protection of violence against women law consultation working group meetings in 2019-2020. BKM/TPH was an active member of the Township Coordination Group initiated by AMH's GBV technical team, providing information and services for survivors.

LCM was given training in financial management, data and information recording, reporting, and networking with other stakeholders. LCM's trained paralegal from AMH project were able to expand their network and support to the GBV survivors in the Hlaingtharya and Shwe Pyi Thar townships. Experts in legal issues, LCM has been increasingly acknowledged and approached by the community and stakeholders for legal advice or support. LCM was an essential member at the GBV Township Coordination Groups initiated by AMH.

AMH provided technical and institutional capacity to community based GBVRGs (Ludu Shae Saung, Ludu Arhmun and Lan Pya Kyel Sin) to improve their leadership, mobilization, facilitation, Gender understanding, GBV and related case management principles and their ability to promote GBV awareness/prevention within their community. With their improved capacity, GBVRGs represented their communities at Ward and Township level GBV coordination meetings raising the GBV issues experienced by women. They built a wider network and secured support from other service providers benefitting women survivors without needing CARE support.

AMH provided capacity building for health, legal and social service providers, in Gender, GBV, GBV counselling, case management, the survivor centred approach and anti-discrimination to improve their understanding of and attitudes to GBV and to practice in their day-to-day work in providing services to the community. AMH facilitated coordination and networking among local groups: GBVRGs, CSOs, INGOs and Government service providers by developing the GBV referral pathway system and organized ward and township level coordination meetings. The network of township level coordination groups expanded from 5 organizations in 2017 to 35 in 2021. Feedback from survivors stated that



health service providers had improved clinical and social services and that they were satisfied with the support from AMH's partners LCM, BKM and the GBV response groups.

At a National level, AMH's direct advocacy efforts targeted MOLIP and members of Parliament to improve their understanding of sexual harassment in workplace as both a gender and labour issue with a need for integration into the existing labour law reform process. Since it was not possible to organize a long training for this higher level of duty bearers, awareness messages were deliberately integrated into presentations or meeting messages. As a result, there was increased buy-in from MPs to represent violence and harassment issues in policy dialogue. The detailed results of advocacy outcomes are stated in the outcomes session above and the success story of engagement with members of parliament can be seen in Annex (E).

AMH provided technical and financial support for trade unions and labour rights organizations to improve their knowledge and advocacy approach on gender equality and GBV/SH in the workplace issues. As a result, key trade union women leaders had a strengthened capacity to present on workplace violence and harassment issues at the International Labour Conference for the adoption of Convention 190, presented SH issues at the National Tri-Partite Dialogue forums and advocated at workplaces. See detailed results in outcome session above.

Much of AMH's focus in the last two years has moved from direct training of workers, to training those who manage and supervise workers. This was led by the factories themselves who were requesting this training and driven by COVID 19 restriction and the ability to reach managers, HR staff and Industrial Engineers easily through online training. The TC has given TOT in online training to the TC trainers and all partners (BKM and LCM) and CBI. The TC trainers in particular have expressed confidence in not only their online training abilities but also their improved computer skills. Few of the trainers could use a computer when they started at AMH. AMH staff have also been given Critical Path management and Gantt chart training which improved their time management and organisational skills.



## 5. Sustainability and scalability (max 2 pages)

The sustainability of AMH's outputs were a consideration from the inception of the project and informed the proposal. A driving strategy for the TC was to work with government, Public and Private Sector to create a sustainable training mechanism for Myanmar. In November 2017, an ODI Fellow, on secondment to Pyoe Pin, researched potential financial models and governance structures for AMH, including establishing a public-private partnership (PPP) consultation meetings brought together all the ministries working on Technical Vocational Education and Training (TVET) or skills training delivery for the first time, demonstrating the complete lack of capacity, connectivity and collaboration across government on this issue. This lack of capacity and connectivity ultimately impacted the measure of the success against the outcomes that AMH could achieve in this area, although it should be recognised that was a key driver in opening discussions not only with government, but with factories, on the issues of sustainable training.

With the wisdom of hindsight, it could have been effective to build in a large-scale advocacy and capacity building programme with both government and Private Sector, before the training started, plus a secondary programme of high-level support to government of technical development of the SDF, Skills Development Law and training frameworks.

AMH made good progress on research into the SDF, existing finance and governance models for TVET, specifically in the garment sectors across Southeast Asia and on a sustainability strategy, with engagement from MOLIP, but the latter was not implemented. COVID 19 intervened and is hard to know how much progress would have been made without this.

MOLIP made a significant contribution to the research, helping determine the political viability of options, such as AMH remaining donor funded, establishing a membership model, becoming a government funded and owned training centre, working within the SDF framework, and establishing a multi-stakeholder partnership. However, in September 2018 the DG of DoL reneged on his agreement to a fee-for-service model for AMH and effectively halted discussions on the matter until changing his mind in June 2019. There was the impression that while there was donor funding, the government was reluctant to really commit to other funding streams especially at the price of factory goodwill. In 2018, 17 chapters of the draft ESD law had been developed, though it had become evident that there was a lack of capacity within the government to implement a SDF and a lack of recognition of the value of quality training in the private sector.

Consultants contracted by AMH in 2019 to consolidate the research and stakeholder consultations under a Business Plan and Financial Strategy completed the work in March 2020. Unfortunately, much of the report was rendered unusable by the COVID-19 pandemic and the impact on the Garment industry. The plans were revised in December 2020 to reflect the post COVID 19 reality but then the impact of the coup brought progress to a halt. Please see the AMH business plan in Annex (R). The central tenet of the plan was to achieve financial sustainability by becoming an independent legal entity that could generate and collect revenue from contracts and grants from corporate clients, public organizations. The mission was to supply and enable accredited training and training related services to new workers; through employers to employed workers; to managers, supervisors and executives in the sector; and to other training institutes, both inside and outside the garment sector, increasing decent work opportunities and women's empowerment. By AMH acting as a pilot and learning platform to inform the design of a governance, operational and financial model, other training centres and TVET centres in different industries in Myanmar could replicate the model with ease. EuroCham and Global Brands, engaged with MOLIP, MOE and other ministries at the end of 2020 to form a



working group on Sustainable training. They asked AMH to participate in the working groups as an expert member.

At a community level, AMH aimed to enable the GBV response groups, peer leaders from TPL, paralegals trained by LCM and GBV referral/networking practices to be sustainable after project support ends. AMH took the role of technical trainer on Gender, GBV, GBV case management approach and legal awareness for both community-based groups and service providers. AMH linked the networks between community groups and public service providers particularly to support GBV cases during the project period. In Hlaingtharya the GBV referral system is run by stakeholders without the need to involve other organizations. However, COVID 19 and the political crisis have impacted on this mechanism since most public and private service providers have changed their service delivery approaches, for instance- the court system is not working and government service deliveries have stopped. TPL was able to expand their peer network and the capacity of peer leaders will persist to support the FGW in Hlaingtharya and Shwe Pyi Thar.

The deliberate advocacy effort related to law/policy/system changes on sexual harassment in the workplace was another effective approach to promote lasting change on the lives of female workers. Under this sector, AMH had worked at different levels to influence National level policy/legislation, workplace level policy development and strengthening the capacity of female garment leaders so they can meaningfully represent the issues of female workers. Advocacy efforts towards law/policy changes and workplace level policy development endeavoured to secure multi-stakeholder inputs. AMH brought together key garment sector stakeholders (Trade Union, Labour Right Organizations, Women Right Organization, ILO, NGOs) in order to share their expertise to jointly formulate the Sexual Harassment in Workplace advocacy strategy and to implement strategic actions as a collective effort. AMH was strategic in dealing with Government and the private sector to maintain a multi-stakeholder approach, using different entry points to seek collaborative partners. Due to the collective effort of different stakeholders, sexual harassment in the workplace became one of the issues discussed at National policy dialogue level. Suggested policy contents were integrated into the OSH Law, and the recommended proposition toward ratification of Convention 190 by members of parliament were acknowledged at the Union Parliament session in July 2020. The positive outcome of the integrated policy content in OSH Law, can be assumed to benefit the female workforce across different sectors, not just garments. Again, the key barrier to sustainability was COVID 19 and post-election political crisis.

Similarly, the advocacy with garment factory leadership to adopt the SH prevention policy and compliant handling mechanism in their factories by building the capacity of in-factory trainers was another approach for sustainability. By 2021, total 17 factories have put in place the SH prevention policy, complaint handling and awareness raising mechanism in their workplaces. It is benefitting for all workers in their workplace.

## **5.2. Scalability**

Pre 2021 Industrial zones were growing outside of Yangon. There was strong interest from the Regional Minister U Tun Tun Oo (Ministry of Immigration and Human Resources, Bago Region) and Director of MOLIP Bago to run garment skills training in Bago in the new training premises there. Running training in areas such as Bago and Patheingyi, would have encouraged investment in these areas, bringing much needed employment and decentralization of industry out of Hlaingthaya. Pre 2021 there were 26 factories in Bago region, the largest with 6000 workers. Bago regional government built a training centre and hostels for trainees which was finished in October 2020 and wanted AMH to run training.



AMH developed a replicable model to address the GBV in the community guided by the multi-stakeholders GBV strategy for Urban location developed by CARE in 2015. AMH worked with existing community-based individuals or groups to develop as community driven GBV response groups or front line responders in Hlaingtharya. They were given technical skills to support GBV survivors with a case management approach using basic legal skills and referrals to required services. Another key aspect of AMH model was to make a link between the community-based front-line responders and public & private service providers in the same locality to be more responsive in addressing the GBV issues. This GBV model was designed for easy to replicate in other locations because the project took the facilitation and capacity building role to strengthen the multi-stakeholder response to address the GBV by working with existing community groups and government service providers. In the last quarter of 2020, CARE started a consultant led review of the GBV model examining what did and did not work, lessons learned and recommendation for further adoption/replication by Government and stakeholders. The process has to stop due to the political crisis in early 2021.

CARE Myanmar adopted the workplace SH prevention model from CARE Cambodia using a holistic approach to address the issue in workplace policy, systems, and social norm changes perspectives. AMH used the SH prevention package developed from CARE's another project- STOP SH to work at targeted factories. The package can be easily replicated to other workplaces and other work sectors. In 2019 and 2020, brands approached CARE to support their supplier factories with the SH prevention program. CARE Regional team facilitated dialogue with the private sector, demonstrating the early success of the SH prevention program to support its replication. COVID 19 and the coup had an impact on the progress of discussion as factories and brands operations are disrupted or halted.

## **6. Conflict sensitivity**

AMH held a number of meetings with industry stakeholders and the NSSA regarding the development of the NOCS. AMH supported the NSSA by facilitating the development of NOCS for Quality Control, Finishing, and Cutting, as well as expanding the content related to Basic skills and Industrial skills provision within the NOCS. AMH also supported industry stakeholders to review the NOCS for the Sewing Machine Operator level 1. The NOCS were reviewed by industry stakeholders in March 2018 and the AMH curriculum was developed in line with these NOCS.

Presentation of the NOCS to the NSSA. In 2018, AMH presented the final drafts of the NOCS to the NSSA: SMO revised Level 1, Finishing Level 1, Cutting Level 2, and Quality Control Level 2. However, these NOCS still not been properly reviewed, let alone approved. Due to COVID 19, NSSA is re-planning their activities and have not been working on the approval of NOCS.

Sexual harassment in the workplace was a highly sensitive issue for garment factory owners, MGMA and Department of Labour when AMH started to mobilize awareness in early 2018. It was also observed that there has been existing tension among Tri-partite constituents: Government, Employers and Trade Unions in relation to the ongoing labour law reform processes since the perspectives of stakeholders were mostly difference. AMH had to work with key stakeholders in order to see the expected changes around SH prevention in workplace and policy changes. AMH had to create a strategic approach to balance the working relationship with Government, Employer Association/Employer and Trade Unions. For instance, during the anti-sexual harassment model policy development process in 2018, AMH managed to get input from all concerned parties by organizing bi-partite consultation workshops with factory management representatives and workers representatives. AMH sought approval and comment from MOLIP on the draft anti-sexual harassment policy by having an advocacy meeting at



National level. By doing so, AMH was able to lessen the existing conflict among stakeholders caused by a different understanding of workplace sexual harassment issues. This made it easier for AMH team to lobby the garment factory owners to adopt the model anti-SH policy for their workplace.

## 7. Programme synergies

In 2017 AMH formed a collaboration with the ILO's Garment Industry Project (GIP) to run the Better Rights at Work training (Industrial Skills). GIP provided trainers until 2019 and then gave AMH's trainer a TOT in the BRAW. It was planned to adapt the BRAW for pre-departure training with the support of the ILO for NRC, DRC and others, but progress was impacted by COVID 19 as Partners pre departure training was halted and interest dropped. The GIP provided another area of collaboration this time for the SH team working with 16 factories and with brands that GIP had previously engaged with to implement the SH prevention package. This collaboration provided a mutual benefit for both AMH and ILO-GIP in terms of AMH SH team was able to access the factory management and for ILO-GIP received support from AMH SH team as gender training service providers for GIP's factories.

The GIP also facilitated AMH to run the ILO's Better Work (BW) training in the SST. This collaboration continued after the GIP closed with Better Work directly. A TOT planned for AMH trainers with BW for February 2021 was cancelled.

Another ILO programme, Vision Zero collaborated with NOCS development and was to collaborate in 2021 to revise the Safety Officer curriculum and Standards against the OSH Law. The plan was to develop training and run TOTs with AMH and other private sector training providers, and develop the assessments in collaboration with the NSSA. Vision Zero will continue this work on a smaller scale in August 2021 and intend to recruit AMH's trainers to be part of the programme.

The MyanKu fund provided payments to 60,000 workers who lost their jobs in the garment industry. SMART Myanmar would like to offer MyanKu beneficiaries the option to get 4th payments (currently capped at 3 months of maximum support) only if they are in one of the following conditions:

- Pregnant
- Re-employed during the previous 30 days
- Enrolled in some type of education or vocational skills programme

In order to meet the last condition, AMH is training MyanKu beneficiaries upgrading their skills making them more valuable and therefore employable. AMH was able to deliver one course before COVID 19 restriction shut the Training Centre for a second time, but we will continue to run training in the New Year. The 10-day course not only delivers technical content, but works with BKM to deliver communication, problem solving, nutrition and personal finances, Industrial Skills and Sexual Harassment. Please see Annex (S) Concept note of MyanKu Collaboration.

AMH was a key driver of the bi-yearly Garment Industry Stakeholders Coordination meeting. Bringing together organisations and brands working across the sector, it was an opportunity to research opportunities for collaboration, network and create synergies. AMH made sure that LIFT partners were included in the meetings alongside stalwarts such as SMART Myanmar, the ILO and H&M.

The AMH initiated, multi-stakeholders' collective advocacy brought the opportunity to work with partners such as Fair Wear, Gender Equality Network, APHEDA-Union Aid Organization, Trade Unions,



Labour Right Organizations, ILO and some other INGOs. The collaboration resulted in a wide range of multi-layered, strategic activities, where advocacy partners worked simultaneously with the different constituencies (government, MPs, employer's association and individual factories and brands, workers representatives and interest groups in the form of trade unions and labour rights organizations). Individually, each organization also conducted numerous activities in support of the advocacy objectives. The collective advocacy effort contributed to policy and system changes at workplaces and changes in the law at National level that would have been challenging to achieve individually.

At a community level, AMH established the formal GBV coordination mechanism meetings at ward and township level plus referral and support services made available to GBV survivors through the referral pathway directory. The collaborative services benefitted not only for the GBV survivors but also for other vulnerable groups of people such as children, people with disability, trafficked survivors and people at risk of COVID 19 in project location.

AMH collaborated with RMIT University to study the lives of garment workers in Myanmar, focusing on the ways they make decision around work, exploring how women make choices between production and reproduction activities based on gender norms and expectations, both in their home villages and families and in garment production, and how this shapes their position as workers in global production networks. RMIT aimed to explore these dynamics in the context of rapid change in Myanmar and in the garment industry in recent years. AMH's carried out the data collection with 25 FGW and gave cultural advice and an interpretation of results. The final results will be available in August 2021.

## **8. Contribution to policy and systemic change**

### **Assessment and training frameworks**

As a registered Assessment Venue, AMH was involved in NSSA and ACC meetings giving AMH a voice in the quality of assessments and training. While the contributions were often echoing or were echoed by other sectors, especially on quality of training delivery, Training of trainers and the development of a framework for Assessor evaluation, many of the suggestions agreed within the meetings were not put in place by the NSSA. The majority of suggestions were applicable to garment sector training and in some cases AMH would have been able to give direct support, however this collaboration was resisted by the NSSA. One example is AMH giving technical skills training to Assessors, and the development and approval of the NOCS. Other areas of concern were the resolution which stated that only workers with the correct skills and with a minimum number of years of experience should be recruited as Assessors. Although this was agreed by the ACC it was regularly ignored for Garment industry assessors undermining the quality of assessment in the industry and the faith of the factories in the NSSA.

### **Skills Development Law (SDF)**

AMH was part of the SDF committee from inception and MOLIP referenced the AMH/ODI research within the discussions. The Occupational Skills Development law was predicted to be completed at the end of 2018 but the timeline continued to shift until being effectively halted during 2020. Establishment of the regulatory and legal frameworks needed for a comprehensive Public Private Partnership in the Education Sector and for a SDF presented a significant challenge. Although supportive, MOLIP recognised their need for legal assistance, as they did not have the capacity to develop an SDF. In retrospect, comprehensive technical support to MOLIP and other ministries to establish the SDF could have been considered as a pillar of AMH.



### **Law and policy reform to address sexual harassment in workplace**

AMH's GBV technical team had particular focus on law, policy and system changes that address the sexual harassment, gender based violence issues in the workplace, public and private places. From a legal and situational analysis related to the sexual harassment in the workplace commissioned by CARE in 2017, AMH identified several gaps such as the current labour legislation in Myanmar not defining nor addressing sexual harassment. Although there are certain provisions in the 1860 Penal Code, which covers aspects of sexual harassment, they are incomplete and severely outdated. There was lack of a complaint and redress mechanism and limited availability and implementation of policies and practices to address the issue in the workplace.

AMH organized a series of multi-stakeholder workshops during March-June 2018 to develop a 5-year advocacy strategy focusing on three pillars/intermediate outcomes:

1. **Labour rights movement:** Garment workers are labour leaders and GBV in the workplace is addressed by the labour movement in dialogue with power holders
2. **Legal protection:** demonstrated recognition of sexual harassment in the workplace as an issue in policy dialogue at different levels
3. **Safer workplaces:** Targeted garment factories have tripartite supported sexual harassment policies and functioning SH workplace mechanisms in place.

Below are outlined of the main advocacy initiatives and outcomes undertaken by AMH and CARE's other advocacy projects. The detailed reflection report that document the advocacy outcome between 2018-2019 can be seen in Annex (N).

#### **1. Advocating for the amendment of Settlement of Labour Dispute Law:**

In early 2018, CARE gathered information about the law amendment process through ILO and the Trade Union members for the National Tripartite Dialogue Forum (NTDF) and provided a brief consisting of a table with recommendations on potential entry points in the law, to address sexual harassment in the workplace. This technical input was shared with ILO and CTUM, with the request that they relay these inputs during the negotiations at the NTDF. Unfortunately, the amendment process did not lead to the integration of sexual harassment. The learning from this process was CARE engaged late in the process of law revision. There were competing priorities for integration and the 50% threshold for amendments was reportedly reached as explained by ILO.

#### **2. Advocating towards adoption of ILO Convention 190 at International Labour Conference (ILC) and ratification in the Country**

In order to garner government and members of parliament support for the ILO Convention, and increase willingness to tackle SH as a domestic concern, CARE and advocacy partners (Fair Wear, APHEDA) implemented the following targeted activities. 1) Worked closely with worker delegates (Chair and Deputy Chair of CTUM Women Committee) and CTUM leadership in advance of both 2018 and 2019 International Labour Conference for the preparation of evidence collection, briefing papers and facts to present at ILC. 2) Advocated with the Union Minister of MOLIP to vote for that ILO Convention at 2019 ILC. At the same time, lobbied the worker delegates to influence the government's decision at ILC. 3) In parallel at Regional level and at ILC, CARE International and International Trade Union Confederation –Asia Pacific worked in collaboration to support the women worker delegates from different countries with preparation and common advocacy messages. According to the voting results at 2019 ILC, Convention was voted by all government, employer and worker delegates and



recommendation is voted by government delegates and worker delegate from Myanmar. Therefore, it can conclude that the advocacy effort of project is directly contributing to this changes.

As a follow up action related to Convention 190, particularly towards the ratification at Country level, the advocacy working group (CARE and Fair Wear) developed an advocacy paper including the importance of why Convention 190 should be ratified, a road-map of the ratification process, legal gaps and specific recommendation related to sexual harassment provision to factor in the draft PoVAW law. The paper was distributed to 495 (Male-425, Female-70) members of parliament, two virtual meetings organized with 29 interested MPs (Male-15, Female-14) and one in-person meeting organized with 5 MPs during July 2020 while there was opportunity open at parliament. This advocacy effort resulted as a record at the Assembly of the Union in 24 July 2020 through the 5 members of parliament's proposition in favour of ratification.

### **3. Advocating for addressing sexual harassment in the Occupational Safety and Health (OSH) Law**

The Occupational Health and Safety Law emerged as the most relevant law to address SH in the workplace as per the legal analysis done by CARE. However, as part of the ongoing labour law reform in Myanmar, the OSH Law had been undergoing review for a number of years and the advocates group joined the process at its later stage, when the Lower House had already finished its first review and sent it to the Upper House for review. Therefore, it was not apriority for some key stakeholders including MOLIP, ILO and Trade Unions to add further provisions to the draft law process. Given these circumstances, the advocates group, led by CARE, FWF and GEN, used direct advocacy approach. AMH and partners engaged in three levels of parliamentary hearings; the Upper House, followed by the Lower House by directly met with the concerned parliament committees and Ministries and finally the Union Parliament through five MPs by providing input in advance of the Union Parliament hearing. After several meetings with individual PMs, the Upper House Bill Committee, and the Lower House Bill Committee, five out of ten proposals, were made in the finalized OSH Bill passed by the Union Parliament.

### **4. Effort for the development of Prevention of Violence against Women Law**

CARE's technical team and BKM involved as key technical member in the Law Advocacy CSO working group for the development of Prevention of Violence against Women (PoVAW) Law throughout the project period. The draft law was to be discussed at Parliament session in the third quarter of 2020, led by the Ministry of Social Welfare, Relief and Resettlement with participation of CSOs. Unfortunately, the law was not submitted to Parliament before the general election.

### **5. Workplace level policy changes**

In terms of workplace level policy changes to address the sexual harassment issue, AMH successfully engaged with 20 factories benefitting 31,651 female garment workers to date, with 17 factories already putting in place the SH prevention policy and complaint handling mechanism. It took almost a year to secure buy-in from factory owners and brand on the program and several key steps undertook in the participated factories including training of trainers for HR/Compliance Manager and anti-sexual harassment committee comprised of management and workers representatives, workers trainings and follow up technical supports for factories. There were another 6 factories that made changes to their policy due to the deliberate effort of women union and labour leaders. 4 factories integrated sexual harassment provisions in the contract and 2 other factories took action against perpetrators. Approximately 3200 workers benefitted from these changes.



## 9. MEAL

In mid-2019, AMH contracted an M&E consultant to review and redesign the M&E mechanisms principally for the TC as productivity and efficiently results were not being captured effectively. The consultant also trained the programme staff on how to conduct research, monitoring and evaluation. In 2020 AMH M&E team reviewed all training evaluation forms and training surveys including the evaluation forms for the new online training courses.

AMH used pre and post-tests for all training (including the online training) TOTs, feedback from trainees, and trainers and for SH, factory implementation checklists which were updated on a regular basis in discussion with factory management.

Routine data collection of GBV activities was carried out with primary record forms developed by CARE that linked with an activity tracking system and database at CARE's Country Office. Documented GBV referral case records are kept at LCM and CARE (for broader referral of cases beyond LCM). Types of GBV complaints, referral and outcomes are recorded by LCM, analysed and shared confidentially with relevant stakeholders.

Each component team documented the data from activities throughout the project period and discussed with partners on an annual basis to inform target achievement or action to meet the targets. Annual reflection workshops organized by the teams provided the opportunity for internal team and partners to understand the success, challenges, lesson learned and how to improve the project deliverables over the four years. Outcomes from the project activities were documented during this annual reflection process. For the advocacy initiative, AMH documented all the key meetings, consultation workshop, policy papers and reflection of advocacy effort organized with advocacy partners.

In January 2021, AMH M&E team have conducted a mini-survey with 102 migrant garment workers to measure the outcome level achievements of SH prevention activities under AMH. The findings of the SH mini-survey provided the outcomes and changes on sexual harassment related knowledge and behaviours among garment workers at partner factories. See detailed in report Annex (T). Due to COVID 19, the remaining outcome monitoring activities such as follow up surveys, FGD on satisfaction of migrant women referred through the GBV referral mechanism, FGD with migrant women on experiencing discrimination and abuse in public or at workplace were cancelled. AMH could not organize an internal project evaluation process in 2021 due to the political situation. This has left gaps in the comparison between baselines and end-lines and end of project outcomes for the project. AMH has sister project that address the sexual harassment in the workplace in different garment factories and the project accomplished end of project evaluation and see attached Annex (AC) Final Evaluation Report of STOP Project. STOP project implemented in 7 garment factories and also implemented the advocacy strategy sharing across AMH and STOP project. Results can be seen in that report.

See the following annexes for M&E data reports and database. Annex (U) 2017-2021 AMH\_LIFT Measurement Framework, Annex (V) 2017-2021 AMH M&E Data Sheet, Annex (W) 2017-2021 AMH\_Training Center Database, Annex (X) 2017-2021 HR, Training Lines, TOT Data, Annex (Y) 2017-2020 AMH\_Factory Placement, Annex (Z) 2017-2021\_AMH\_BKM Database, Annex (AA) 2017-2021\_AMH\_LCM Database, Annex (AB) 2017-2021\_AMH\_SHGBV Database.

## 10. Value for Money (VFM) and efficiency Scaling of Apparel Sector Skills training



AMH developed a model training curriculum and training methodology which can be picked up and dropped into other training centres, both new and existing, Private sector and factories or centres such as those run by MOLIP, MOBA, MOE and others. Developing a model which can be rolled out across the country gives investors an easy 'in', with fewer research and development costs meaning more funds for direct implementation. AMH can provide the curriculum, Training of Trainers and the operations support to other Training centres to enable a cost-effective set-up and implementation of training. AMH aimed to provide the framework and the replicable model to meet the demand for the extra 1 million workers needed in the garment industry over the next 5-10 years. It was proposed to establish training lines in 20 factories. AMH supported factories to establish 6 training lines and trained a total of 82 trainers who in turn trained 3666 workers.

In the long term, AMH was working with MOLIP to support the development of SDF for Myanmar to enable sustainability of TVET and Skills training, not only in the garment sector. At a regional level, AMH is disseminating the training packages to as wide an audience as possible. AMH has translated all the training packages into English in order to broaden access to the training. AMH is liaising with Made by Women and Care International, to share the training with partners both in Myanmar and regionally including with the ILO, and in Myanmar, LIFT peri-urban partners plus WON.

### **AMH TC training**

AMH considered the long-term impact of the Sewing Machine Operator (SMO) and other worker level training on the workers' productivity, salaries and safety in the workplace and placed greater importance on this than numbers of people trained. This meant a high emphasis was placed on the quality and relevance of the training for workers during the design of the curriculums. The below results were collected, but AMH did not create VfM data by examining trainer costs or cost per trainee etc:

- 69.2% of AMH trained workers (intervention) obtained higher salaries than non-trained (control) workers after four months in the factories in 2020 [batches 20 to 27]
- AMH trained SMOs meet or exceed factory productivity targets 79.5% of the time, which is 29.5% higher than informally trained SMOs in 2020
- Percentage of AMH Trained workers who understand about employee and medical benefits shown to be 80.8 % against 14.1% of the control group
- Percentage of AMH Trained workers who meet or exceed their targets 79.5 % against the control group's 50.0%.

### **Supervisory Skills Training (SST)**

Factories requested that AMH develop an SST course as it can deliver quick and extensive result improvements for factories. AMH considered that Supervisors not only need the traditional supervisory skills training of motivational skills, leadership and management, but also improved sewing skills, problem solving and productivity in order to be really effective in their role. AMH trained 206 supervisor who were responsible for an average of 15 workers on their lines meaning that the training had an impact on around 3000 workers. Improved productivity has a direct correlation with worker earnings, meaning that as overtime was decreased in 2020, salaries have stayed higher than they would have done. A higher productivity rate increases the factories profits and resilience, making them better able to withstand shocks. Good communication skills in Supervisors are essential during times of crisis, bridging the gap between workers and management, helping to reduce the impact of negative news, preventing potential disputes.



### **Labour Law for HR training:**

AMH trained 73 managers from 27 factories. The training was adapted during COVID 19 to an online training, emphasising the law in relation to redundancies and furloughs to help managers deal with the impact of the crisis. The factories average 1000 workers, meaning that a potential 27,000 workers were affected by the trainings.

### **Development of National Occupational Competency Standards**

The project committed to not only developing curriculums and internal assessments but also to develop NOCS for MOLIP to use to assess workers in vocational training centres, including in factory lines. AMH also planned to train NSSA assessors to run the assessments for the NOCS supporting the development of a comprehensive skills training and assessment framework capable of training and testing into the future.

### **Out of School Youth (OOSY) training planned**

AMH carried out research on how to support garment industry training for OOSY. Under the MOE's new National Vocational Foundation Certificate (NVFC) CARE & AMH were proposing to run TOTs for teachers across Myanmar in Gender, Sexual Harassment and life skills, and to run Garment skills training for Youth. CARE would have also developed the assessment frameworks. The impact of the TOT would have been huge, introducing gender concepts and having the potential to change societal norms with youth across all of Myanmar's states and regions. While this was not under the LIFT funding, it was an area of interest for LIFT. But, it was cancelled later due to military coup

### **LCM paralegal training**

AMH built in Value for Money by training, in 2019, 32 community based paralegals who will continue to work after the project finishes. LCM also delivered paralegal training through basic legal awareness sessions in order to have effective community-based GBV case management. LCM provided legal advice around 700 times through their 24-hour hotline services for beneficiaries who needed immediate legal advice in 2019. This was a more cost-effective mechanism than the drop-in centre.

### **Sunday Blast/ Sunday Café**

BKM runs Sunday cafes, which are social clubs with training for workers in Hlaing Thayar and Shwe Pyi Thar. BKM ensures that any training which is given during Sunday cafes is taken into the factories by a network of peer leaders who spread the key messages. Peer leaders include AMH alumni. BKM applied VfM principles when designing the Sunday Blast messages: key information or messages which are amplified through a text-message tree to a network of 64,400 workers.

### **Addressing Sexual Harassment in workplace program**

AMH considered how to work at different levels (National, Workplace and out of workplace) to improve the workplace safety and respectful culture in the factories through supporting government, brands, factories and unions to develop and adhere to workplace protection and safety laws and policy, with a particular focus on the prevention of sexual harassment. National level advocacy work with policy makers and concerned Government Departments aimed to influence policy change to address workplace sexual harassment issues which would widely impact the whole workforce, particularly women across different sectors.

The workplace level SH program secure the factory leadership and brands engagement by having the in-factory trainers and HR focal points to manage the sexual harassment complaint within their own workplace that designed to promote the sustainability of the training through this more cost-effective approach. Around 20,000 people are employed by the 20 factories affected.

Out of workplace initiatives focused on working with Trade Unions and Labour Right organizations to strengthen their labour rights and gender sensitive approaches, particularly to address the issue of SH



in the workplace. Labour leaders were trained as trainers or given technical support to identify SH in the workplace as a priority issue and trained to represent female workers at relevant policy dialogues or in the labour right's movement. Trade Union and Labour Organizations were also taking the lead in influencing workplace and national level policy changes from the workers' perspective and can deliver cascade training to their members or workers across different sectors.

### **GBV in the community program**

By planning to work on the development of the Prevention of Violence against Women Law with other CSOs, AMH could achieve a wider impact not only for women in the workplace but also women in public and private places. Similarly, by working closely with community-initiated gender-based violence response groups to ensure that the community themselves can act as front-line responders, detecting, supporting and referring GBV survivors to the required services from public and private GBV service providers, up to 60,000 members of the community are covered. AMH strengthened the organizational capacity of the GBV response groups to manage group formation, develop constitutions and work with Government Departments and other stakeholders. At the same time, AMH provided technical training for group members to facilitate GBV awareness sessions with their own communities and to support GBV cases with case management skills meaning that front-line responders and GBV referral mechanism systems are in place after the project stops. It is expected to achieve a long-term positive impact on local organizations as well as for the communities they are serving.

### **2020: COVID 19 response activities**

#### Mask manufacturing

During the first wave of the pandemic, factories were laying off workers as they lost orders. AMH supported factories with a technical pack, technical and logistical support to make fabric face masks. With only 4 staff supporting this activity, there was minimal input from AMH but there was a very high impact for the 14 garment factories who retained 795 workers to produce the 3,328,287 (3.3 million) masks for 14 INGOs.

## **11. Project management / operational issues**

### **a) Partnership management**

The original consortium of AMH was CARE International in Myanmar, Pyoe Pin and Business Kind Myanmar, with implementing partners LCM and My Jobs. In March 2018, Pyoe Pin Services/Institution contacted CARE to break the contractual partnership agreement for the AMH project, leaving the part of the project team that managed the Training Centre, NOCS development and factory training lines without an organisational home. CARE stepped into the breach and agreed to manage this pillar of the project as well. It was the known as the AMH Skills Component (AMH SC).

For the extension of the project, BKM was contracted as an implementation partner rather than a consortium partner. MyJobs did not continue with AMH for the extension phase.

### **b) Project governance**

The management team of AMH met on a monthly basis to ensure information sharing, coherence and coordination on strategic and operational issues. This continued during the last 5 months of the project after many activities had stopped as the team developed training and carried out data research. Broader meetings across partners and sub-grantees are held quarterly. There were concerted efforts to improve internal coordination across the project components in 2019 which reaping dividends. AMH's all partner meeting was organized on yearly basis to take stock of progress of AMH, share



experiences of AMH partners and brainstorms possible ways to maximize collaboration opportunities for profiling the work of AMH externally and opportunities for internal engagement. All new staff are having an induction that includes visits to the activities of all partners. AMH's all partner meetings were organized especially in the time of COVID 19 to have a coherent approach across the partnerships, discuss the program adaptations during COVID 19 pandemic, provide implementation support and advice to AMH partners and to maximize efficiency and synergies of AMH's COVID 19 response activities.

- **COVID-19 recovery in the TC**

As a Training Centre, the virus made it necessary to re-examine every aspect of day to day activities. The physical requirements of running practical training on sewing machines, cutting tables and computers were managed by following the MOHS guidelines on table placement, by installing Perspex barriers and by limiting numbers in the TC. AMH also started to run courses online, both streaming into factories and to individuals opening up the TC as MOHS guideline dictated.

AMH TC redeveloped the SMO, IE, MR and SST training to be run online. The TC team developed worksheet, videos, online polls and feedback mechanism. There was a comprehensive training for all AMH trainers on computers, online training methodology and managing on line training sessions. AMH TC team worked with implementation partner BKM, and the SH/GBV team and training partners CBI and BIS to ensure that their training also used the best online methodology and management techniques.

In response to COVID 19 AMH proposed to work with MyanKu to train out of work workers and factories to train migrant workers already in factories and give them an RPL assessment, and to train supervisors, trainers and managers who have a direct responsibility for the management of migrant workers

Factories are increasingly interested in bespoke training for managers and supervisors including Industrial Relations and Communications Skills. The training centre was equipped to run these courses ( ILO's Better Work and Communication Skills) so Courses were going to be adapted to meet factory needs.

### **C.) Budget**

- **Budget for Personnel costs**

In 2018, the Skills Component part of the project was moved from Pyoe Pin management to CARE. A legacy of this was that salary scales and grades here not aligned with CARE scales. In 2019, AMH Skills Component held a review of all staff Job Descriptions and salary rates in order to bring them completely in line with CARE. Some skills component staff had pay increases (within budget or approved) and some staff salaries and benefits remained the same. Staff salaries were not decreased.

The scope of work and engagement with garment factories under SH/GBV component team has expanded from 2020 and SH team under AMH has 100% one full time staff and one shared senior staff which turned out as limited human resource. Staffs from CARE's sister project (Enhancing Women Voices to STOP Sexual Harassment-STOP project) that has been implementing the same workplace model have to share their time and effort to meet the expected deliverables of the SH program in the 20 factories. However, there was a 50% budget cut from DFAT in late 2020 and therefore CARE increased the cost shared positions such as HR Advisor, the media and campaign specialist position from STOP project to AMH project as receiving permission from LIFT.

- **Review on expenditure report**



As the training centre was closed on March 18<sup>th</sup> 2020, re-opened for a short time, and then closed after the coup, an amount of the budget remains unspent. In the latter half of 2020 there was no training apart from one ASMO, Merchandising and Labour law: both pilots for the online training; no events and little printed IEC as communications were through Facebook and email. Most activities that need to conduct physically on the ground like training, workshop, and meeting were not able to conduct throughout the 2020 and 2021 due to increasing crisis situation and restrictions. Therefore, some budget remain unspent by the end of the project. During 2020, project received approval from LIFT to use unspent budget for COVID 19 prevention and response activities and AMH able to spent nearly 100% of the requested budget.

## 12. Annexes

Annex (A) Salary and productivity of SMO  
Annex (B) Skills component's key achievement  
Annex (C) AMH COVID 19 Response Reports  
Annex (D) AMH COVID 19 Response data  
Annex (E) Quotes, success stories, and voice of communities  
Annex (F) Factory visit findings of M&E consultant Ms Sadia Ahmed  
Annex (G) AMH's COVID 19 response press release  
Annex (H) Media coverage of AMH's COVID 19 response activities  
Annex (I) AMH Newsletter (Sep to Dec 2020)  
Annex (J) Training Opportunities for Out of School Youth report  
Annex (K) Legal and Situation Analysis report\_SH in Workplace  
Annex (L) for SH in Workplace Advocacy Strategy  
Annex (M) Proposed amendments and changes accepted in final OSH Bill  
Annex (N) Reflection Report on SH in workplace advocacy (2018 to mid-2019)  
Annex (O) Advocacy Briefing Report on ILO C190 and POVAW law  
Annex (P) AMH\_SH in Factory Implementing Status  
Annex (Q) YAT/STOP Social Media Analysis Report  
Annex (R) AMH Business Plan  
Annex (S) Concept note of MyanKu Collaboration  
Annex (T) Migrant Women Mini-survey on Sexual Harassment Report\_2020  
Annex (U) 2017-2021 AMH\_LIFT Measurement Framework,  
Annex (V) 2017-2021 AMH M&E Data Sheet,  
Annex (W) 2017-2021 AMH\_Training Center Database,  
Annex (X) 2017-2021 HR, Training Lines, TOT Data,  
Annex (Y) 2017-2020 AMH\_Factory Placement,  
Annex (Z) 2017-2021\_AMH\_BKM Database,  
Annex (AA) 2017-2021\_AMH\_LCM Database,  
Annex (AB) 2017-2021\_AMH\_SHGBV Database



Annex (AC) End of Project Evaluation Report\_STOP project  
Annex (AD) Average Efficiency from Bogart  
Annex (AE) 2017-2021 AMH Project Highlights  
Annex (AF) Curriculum and Assessments

**Submitted by:**