



Spotlight Initiative
To eliminate violence against women and girls



Concept Note

“SPOTLIGHT ON GENERATION EQUALITY”



(1) Background

Safe and Fair: Realizing women migrant workers; rights and opportunities in the ASEAN region (2018-2022) is part of the 50year EU-UN Spotlight Initiative to Eliminate Violence Against Women and Girls. Safe and Fair is implemented by the ILO and UN Women (in collaboration with UNODC).

Safe and Fair’s overall objective is to make labour migration safe and fair for all women in ten countries in the ASEAN region (Brunei Darussalam, Cambodia, Indonesia, Lao People’s Democratic Republic, Malaysia, Myanmar, Philippines, Singapore, Thailand and Viet Nam). The project aims to address women migrant workers’ vulnerabilities to violence, sexual harassment, and exploitation in the workplace, and to strengthen rights-based and gender-responsive approaches to violence against women and labour migration governance.

Violence against women (VAW) is a grave violation of human rights. Based on data from 87 countries, 1 in 5 women under the age of 50 will have experienced physical and/or sexual violence by an intimate partner within the last 12 months. VAW has a great impact ranging from immediate to long-term multiple



physical, sexual, and mental consequences for women and girls, including death. It negatively affects women's general well-being and prevents women from fully participating in society. Violence not only has negative consequences for women but also their families, the community, and the country at large. It has tremendous costs, from greater health care and legal expenses and losses in productivity, impacting national budgets and overall development. VAW is deeply rooted in the unequal division of power and resources between men and women.

In the migration context, VAW continues to play a significant role in migration – both in driving women into precarious migration pathways, and as part of migration and labour itself. Irregular migrants and migrant domestic workers are at particular risk of exploitation, abuse, violence, forced labour and trafficking due to their status and isolation. Whether migrating through regular or irregular channels, women migrants can face the risk of violence and abuse from intermediaries and employers, as well as from partners and others. Violence against women migrant workers, and trafficking, are part of the broader spectrum of violence against women, and the cultural and gendered norms that drive it. Such cultural and gendered norms also impact the migration opportunities available to women, restricting their ability to access regular migration into skilled, safe, and well-paid employment. For survivors of violence against women and trafficking, services are not well equipped to meet their needs. Services are frequently challenging to reach, and are often not well coordinated among institutions, including policing, criminal justice, health, and social welfare services. Discrimination hits a migrant woman on two fronts – that of her gender and that of her nationality.

It is universally recognized that eliminating gender-based violence against everyone, everywhere is a priority and a target to achieve sustainable development (particularly SDGs 5, 8, 10, and 16). While countries across the ASEAN region including Thailand have seen advances in addressing violence against women, much more needs to be done. Changing cultural norms around violence against women throughout migration and strengthening rights-based and gender-responsive approaches to safe and fair labour migration governance is necessary in order to achieve labour migration that is safe and fair for all women in the ASEAN region.

The situation to date, however, has not markedly changed leaving much to be done to improve migrant workers' working and living conditions. In particular, women migrant workers remain highly exposed to a double risk and vulnerability: discrimination, violence and exploitation on the one hand and society turning a blind eye to it on the other. Negative attitudes towards migrant workers are expressed through discriminatory actions, such as limiting or denying entry, exclusion from access to services, or exclusion from a number of labour protection regulations applicable to national workers, including social protection. Already in 2010, the ILO conducted a study in four Asian migrant destination countries – Malaysia, Singapore, the Republic of Korea and Thailand – to assess public attitudes towards migrant workers. The findings indicated that the majority of respondents in all countries held unfavourable attitudes towards migrant workers. Similarly, from the survey on attitudes toward migrant workers, conducted by U Report, UNICEF in collaboration with Safe and Fair Programme which was published on 11 February 2020, 30% of the youth respondents participating in the survey think that migrants experience violence in Thailand should not receive assistance from the state if they are without regular migration status (50% believe that they should receive assistance, 19% is not sure). Following this collaboration, Safe and Fair take this poll result to the next step to design how the Programme could change the attitude of youth towards migrant workers and rights related to migrant workers which should be addressed to the youth group.



To tackle such negative behaviours and attitudes, the behaviour change activity must be guided through stages of change model, which is a sequenced learning process in five main stages (pre-contemplation, contemplation, preparation, action, maintenance). Marx Ferree proposed that a training that focuses on discursive change is composed of three core elements, 1. Knowledge, 2. Desire, and 3. Ability Approach (KDA). These elements are sometimes called being “ready, willing and able”. This KDA model is useful for designing a Theory of Change for training for gender equality and rights of women migrant workers.

Training for labour rights which are also human rights, gender equality oriented to knowledge-building (K) alone will produce “trained people” in the sense of knowing facts and being able to explain them, but it is doubtful that it will produce the desire or ability among trainees to engage in transforming their workplaces into more gender-equitable. Training that produces both knowledge (K) and motivation (D), but lacks a component that identifies and supports the abilities of trainees collectively to make a difference in their organisations may just increase frustration. Training that builds knowledge and skills/abilities, but not desires, may not sufficiently motivate trainees with the deep commitment necessary to effect lasting change in their work and lives.

In 2019, UN Women introduced the “HeForShe University Tour”, which aims to bring awareness regarding gender inequality and its impacts to university campuses across Bangkok. The Tour provides a forum for critical discussion, opportunities to listen and learn from guest speakers and students, and a chance for students to brainstorm actions and initiatives they can implement to end gender inequality in their communities. The HeForShe University Tour also seeks to engage youth from all genders to actively participate in the fight for gender equality. In the wake of the campaign that brought light the issue of gender-based violence in the campus, Thammasat University, one of the most prestigious universities in Thailand, renewed its dedicated commitment on preventing and responding to violence against women and girls by adopting the policy against sexual harassment and sexual violence on campus. The policy was drafted based on UN Women’s Guidance Note on Campus Violence Prevention and Response with technical support from UN Women ROAP. This achievement is remarkable as Thammasat University is the first Thai university with a sexual harassment policy in place.

As part of the “Generation Equality” campaign and under Safe and Fair Objective 3, the “**Spotlight on Generation Equality**” Campaign in launched in 2020, aiming to challenge discriminatory attitudes and behaviours towards women, women migrant workers, targeting youth groups and young leaders to address VAW, labour rights, trafficking and gender-based discrimination of women, including women migrant workers, through the KDA approached activities as follows.

- On 8 September 2020, Safe & Fair Programme provided a **special lecture on “Gender Equality and Elimination of Gender-Based Violence against Women, including Women Migrant Workers”** to Thammasat University student representatives to test the training module using KDA approach to challenge discriminatory attitudes and behaviours towards women with a special focus on violence against women migrant workers that is in line with Safe & Fair Objective 3. The result of the activity was very positive. From 28 participants, 100% said they gained more understanding of violence against women and some of them said the training is simple, yet powerful. The participants revealed that the special lecture provided them with a better understanding of other



people's feelings and motivated them to accept diversity and to live in harmony with people in different backgrounds.

- During 7-8 November 2020, a **2-day training** – “**Spotlight Training Camp**” for young leaders of Thammasat University (50 pax) was organized with engagement of women migrant workers aiming to challenge attitudes and behaviours towards women migrant workers, including to address VAWG, trafficking and gender-based discrimination of women migrant workers. Following training sessions and activities were included in the 2-day training.
 - **The Power of Gender** (demonstrating how the gender-biases are created by the society, how it affect our lives since childhood)
 - **Violence against Women and Girls** (challenging misconception and stereotyping of around VAW and migration, and situation of women migrant workers)
 - **Problem Tree** (group discussion to identify factors and root causes of the problem of VAW against women migrant workers)
 - **Taking Action** (proposing solutions to tackle the issue of violence against women migrant workers, and girls)
 - **‘Empowered Look’ group photo challenge** (working with women migrant workers to present the positive looks (under ‘empowerment’ and ‘harmony’ concepts) of women migrant workers that challenge stereotyping against them)

Now, “**Spotlight on Generation Equality**” **Public Forum** will be organized on 25 November 2020 to showcase the stories of changed attitudes and behaviours and the pathway of youth engagement in elimination of violence against women migrant workers during 7-8 November 2020. Following activities will be presented in the event.¹

- **Body art play on “Women Migrant Workers in Time of COVID-19”** by the Unofficial Theatre Faculty of Thammasat University (abstract play inspired by real story of women migrant workers in time of COVID-19 in Thailand)
- **Panel discussion on Women Migrant Workers in time of COVID-19 in Thailand** and [launch of the video “Help is here” with Dance Routine on Stage](#) as part of the attempts initiations to solve violence against women migrant workers and increase their access to services.
- **Highlight VDO of “Spotlight Training Camp”** showcasing the stories of changed attitudes and behaviours and the pathway of youth engagement in elimination of violence against women migrant workers during 7-8 November 2020
- **Award and certificate ceremony** that present to all youths who participated in the 2-day training and the winning youths who have dedicated to EAW against women migrant workers.
- **Summary and ceremony of handover of exhibition on “Extraordinary Women”** as the sign of youth’s engagement and leadership in the ending violence against women migrant workers

¹ Please see Annex for more details.



(3) Objectives:

1. Youths participated in the trainings understand the problems of violence against women, including women migrant workers including stereotyping around VAW and migration.
2. Youths participated in the trainings acquire rights-based advocacy skills on the topic of elimination of violence against women and women migrant workers.
3. Participants (training + public forum) are motivated to implement gender equality concepts in their lives and fight against negative attitudes towards women migrant workers.

(4) Target audiences:

- Up to 60 participants are reached for face-to-face trainings aiming to challenge attitudes and behaviours towards women migrant workers, including to address VAWG, trafficking and gender-based discrimination of women migrant workers
- Up to 150 participants are reached for face-to-face event public forum aiming to change negative attitudes and raise awareness against violence against women migrant workers
- 1,000 or more online audiences will be reached (via owned, earned and paid media) for recorded sessions aiming to change negative attitudes and raise awareness against violence against women migrant workers

(5) Measurement and evaluation:

- For training, ex-ante and ex-post interviews and questionnaires (qualitative & quantitative)
- For public event (25 Nov), numbers of attendance, feeding, sharing, and viewing and feedbacks

(6) Detailed agenda:

Please see the programme agenda attached.