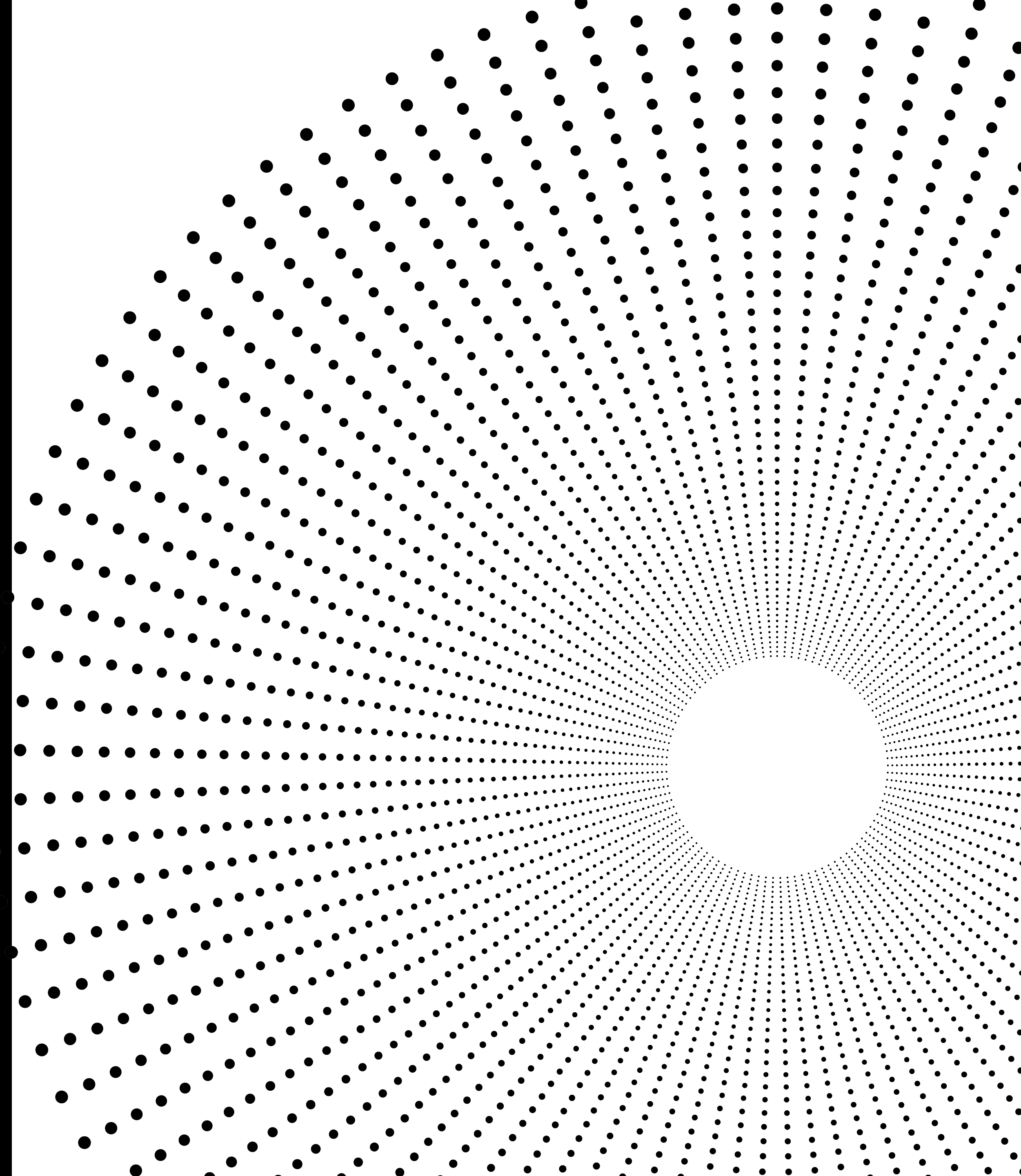




Grantmaking approach

Supporting better migration outcomes

Macquarie Group Foundation, Asia
Dated 2022



About

Asia grantmaking focus

2014

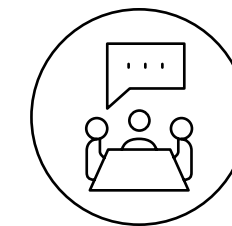
In the Asia region, the Macquarie Group Foundation (MGF Asia) focused its grantmaking on organisations working to prevent and respond to modern slavery. To inform this evidence-based grantmaking, we funded Seefar¹ to complete a large scale research project to identify issues faced by migrant domestic workers.

First published in 2016, and updated in 2019,² the report's recommendations informed our grantmaking, increasing knowledge, reducing vulnerability and improving outcomes for both migrant domestic workers and host communities.



2021

Our grantmaking focus was further refined to identify where our funding and people can have the greatest impact. An extensive literature review and interviews with migration experts were undertaken, working to identify better migration outcomes for migrant domestic workers.



Current focus

Decent work for migrant domestic workers in Asia*, measured through secure or sustainable employment; fair wages; safe working conditions; social protection; and personal development prospects.

1. www.seefar.org

2. Source: Seefar 2016 report **Modern Slavery in East Asia** and 2019 progress report, **Making Migration Work**

*This definition has been adapted from standard definitions of decent work (including from ILO, UN and European Commission) and Dhaka Principles for Migration with Dignity (see key references)

Evidence

Trends/gaps in improving migration outcomes in Asia (2019 insights)

Findings from Making Migration Work report (2019)

77% of current and returned migrant workers reported indicators of forced labour

76% Philippines | **99%** Indonesia

prospective migrant respondents felt they did not have a choice in their decision to work abroad

Forced labour indicators

	Hong Kong	Singapore
Forced overtime	32%	12%
Constant surveillance	33%	13%
Confiscate of personal documents	38%	26%



A common misunderstanding is that female migrant workers will accumulate enough wealth to elevate their economic position at home. However, 2016 and 2019 reports found that this kind of labour migration instead serves to sustain consumption and subsistence.”

Debt-led recruitment is rising

3% ▶ **29%** | **51%** ▶ **79%**
Philippines | Indonesia

Limited lasting economic gains

41% Philippines | **53%** Indonesia

showed an improved financial position on return

Evidence

Trends/gaps in improving migration outcomes in Asia (2021 insights)



COVID-19 has restricted mobility across the region, but the underlying drivers of low wage worker migration look set to continue. Governments and UN agencies are looking to “facilitate, not restrict, migration” as strengthening migration policies and processes becomes a focus under the SDGs and other global compacts ([IOM 2018](#))



COVID-19 has disproportionately affected migrant workers. In 2020, 20% of migrant workers in ASEAN lost their jobs, 50% experienced wage drops ([ILO 2021](#))



Promoting decent work encompasses fair pay and working time, safe working conditions and social security protection. Some progress has been made at addressing issues at a policy level, but significant implementation gaps remain. 61% of domestic workers in Asia “remain excluded from labour law or covered under less favourable conditions” ([ILO 2021](#))



Increasing focus on the role of non-government stakeholders in promoting better migration outcomes. Greater emphasis on promoting voice and representation including support for self-organising has helped domestic workers to establish their own representative organizations” ([ILO 2021](#), [ILO 2021](#))



Rise in digital solutions has generated significant interest and support, although technology’s potential to improve migration outcomes at scale has yet to be realised



Increasing emphasis on importance of gender sensitive migration policies and responses: “Women in most countries had less positive [migration] experiences than men...they face additional challenges in accessing safe and legal migration opportunities, with the type of work available to them often paying less and affording fewer legal protections” ([Migrating out of poverty 2017](#))

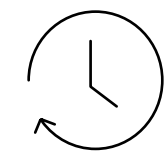
Our response

Decent work for migrant domestic workers in Asia

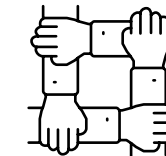
Context

For the millions of migrant domestic workers in Asia, working abroad represents the opportunity to build a better life and future for themselves, their families and their communities.

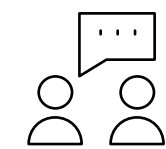
But many face significant challenges and vulnerabilities to accessing decent work including unethical recruitment and employment practices, lack of economic opportunities at home and inadequate voice and representation.



Long term goal: migrant domestic workers in Asia have access to decent work opportunities, so they can achieve better migration outcomes.



Who we support: organisations working with migrant domestic workers in Asia, with a strong focus on Hong Kong, Indonesia, the Philippines, and Singapore.



Lived experience: prioritising organisations and programs that are led by or include the voice of migrant domestic workers in decision making, operations, program design or delivery.

Sample types of interventions

Quantifiable focus:

At home: outreach, training, placement and follow up support for people in migrant hotspot communities, with a focus on returning migrants e.g. to join and work in a cooperative, social enterprise, microenterprise.

At home: job placement center or micro-enterprise programme support for people in migrant hotspot communities, with a focus on returning migrants e.g. financial education or assistance, career counselling or case work, access to benefits.

In country: micro enterprise training programme for migrant domestic workers in Singapore or Hong Kong that provide decent work opportunities for families and communities in their home country and/or migrant domestic workers on their return.

Ecosystem focus:

Employer attitudes and behaviours: awareness of and adherence to ethical employment practices so migrant workers are treated fairly and with respect e.g. normal working hours, weekly rest days, safe working conditions.

Fair, ethical and transparent recruitment processes: transparent processes and information including on recruitment fees, quality training to adequately prepare migrants for life overseas.

Voice and representation: ability for migrant domestic workers to effectively organise and represent themselves in bipartite and tripartite dialogue (e.g. unions, collective bargaining) and migrant led organisations.

Our funding approach

Our focus	Outcomes we are looking to achieve	Example indicators of success
<p>Quantifiable focus:</p> <p>We support organisations that equip migrant domestic workers with knowledge and skills to increase access to decent work in their home countries.</p>	<p>More migrant domestic workers have created or secured decent work in their home countries.</p>	<p>Number of migrant domestic workers who created or secured work in their home countries, that lasts for at least 6 months, increases income and demonstrates qualitative improvements in decent work.</p>
<p>Ecosystem focus:</p> <p>We support initiatives that address structural gaps enabling access to decent work for migrant domestic workers and/or build the capacity of organisations and the sector supporting migrant domestic worker.</p>	<p>Increased access to ethical recruitment channels and transparent recruitment processes.</p> <p>More employers are aware of and adhere to ethical recruitment and employment practices.</p> <p>Migrant-led organisations strengthen their capacity to advocate for, represent and impact the lives of migrant domestic workers.</p> <p>Greater evidence on migration outcomes and new approaches to increase access to decent work for migrant domestic workers.</p> <p>Organisations supporting migrant domestic workers are more connected and collaborate with each other.</p>	<p>Indicators are tailored to context.</p> <p>We work with partners to agree on what success looks like and how to track progress towards it.</p>



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