



LIFT Peri-urban Programme Framework

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Abbreviations

AA	ActionAid Myanmar
CSO	Civil society organization
GAD	General Administration Department
HLPU	Health Literacy Promotion Unit
IMAM	Integrated management of acute malnutrition
ILO	International Labour Organization
IYCF	Infant and young child feeding practices
LGBTQI	Lesbian, gay, bisexual, transgender, queer and intersex
LIFT	Livelihoods and Food Security Fund
MCCT	Maternal child cash transfer
MEAL	Monitoring and evaluation for accountability and learning
MGMA	Myanmar Garment Manufacturers Association
M-IYCF	Maternal, infant and young child feeding
MOHS	Ministry of Health and Sports
MOLIP	Ministry of Labour, Immigration and Population
MS-NPAN	Multi-sectoral National Plan of Action on Nutrition
MSWRR	Ministry of Social Welfare, Relief and Resettlement
NGO	Non-governmental organization
NNC	National Nutrition Centre
NSSA	National Skills Standardization Authority
PATH	Program for Appropriate Technology in Health
PIN	People in Need
PRAM	Programme risk assessment matrix
SBCC	Social and behaviour change communication
SBN	SUN Business Network
SC	Save the Children
SEQ	Strategic evaluation question
SUN	Scaling up nutrition
TVET	Technical and vocational education and training
UNOPS	United Nations Office for Project Services
WASH	Water, sanitation and hygiene
WFP	World Food Programme
WON	Women's Organization Network of Myanmar
YCDC	Yangon City Development Committee

Introduction

The Livelihoods and Food Security (LIFT) Fund is a multi-donor fund established in 2009 to address food insecurity and income poverty in Myanmar. The LIFT strategy for 2019-2023 is supported by seven donors – the United Kingdom, the European Union, Australia, Switzerland, the United States, Canada and Ireland. The United Nations Office for Project Services (UNOPS) is the Fund Manager for LIFT, administrating the funds and providing monitoring and oversight services. The overall goal of the LIFT Fund is to achieve a sustained reduction in the number of people living in hunger and poverty in Myanmar. LIFT strengthens the resilience and livelihoods of poor and vulnerable populations through interventions to raise income, decrease vulnerability, improve nutrition and support pro-poor policy development.

Rural to urban migration is rapidly increasing in Myanmar, with many unemployed and under-employed people moving to seek new jobs in cities. These internal migration flows have resulted in a dramatic increase in the population of Yangon's peri-urban industrial zones and have had a particular impact on the livelihoods of women due to the highly feminised nature of employment in garment factories. However, poor wages and working conditions, combined with barriers to accessing nutritious food, safe and affordable housing and adequate water, sanitation and hygiene facilities, frequently result in negative outcomes for migrant workers. Enduring labour rights abuses and sexual harassment, as well as gruelling amounts of overtime, are often required to stay out of debt and send home remittances. There are also indications that a large proportion of migrants and their family members are undernourished, face food and nutrition insecurity, and are at-risk of anaemia. Poor nutrition in adolescence, as well as for pregnant and breastfeeding women, can have a long-term impact, negatively affecting the cognitive and physical development of children.

The LIFT Peri-Urban Programme has been developed as a three-year multi-disciplinary intervention to respond to these intersecting and intractable development challenges, with a view to supporting internal migrants who are “stepping out” of the agricultural sector to seek improved livelihoods in urban areas. By ameliorating the underlying conditions that lead to poor health and nutritional outcomes and labour exploitation, the programme will address the key barriers preventing migrant households from climbing out of poverty and reaching their full potential. In this regard, the Peri-Urban Programme contributes to the realization of all three of the over-arching goals of the LIFT Strategy 2019-2023: (1) improved nutritional status; (2) increased household income and assets; and (3) reduced vulnerability to shocks, stresses and risks.

To magnify impact and generate programme synergies, the interventions will be implemented through six projects focused on Hlaing Thar Yar, Shwe Pyi Thar, South Dagon and Dagon Seikkan Townships of Yangon – where the largest share of internal migrants are concentrated. To ensure

local ownership, civil society and labour organizations with strong networks and relationships in the target communities will be responsible for implementing a substantial portion of the programme's activities (44% of budget support). These interventions will achieve scale, benefitting nearly 350,000 direct beneficiaries (of whom 71 per cent will be women) during the implementation period. A gender-responsive approach will be ensured through gender budgeting to ensure an extensive focus on issues of gender equality and women's empowerment.

Key results will include establishing worker and migration support centres with the capacity and resources to provide integrated information, training and support services on safe migration, transition to the peri-urban environment, decent work and labour rights protection. Worker associations, trade unions and peer support, will increase the agency, bargaining power and access to justice for migrant workers. Engagement with factories will improve working conditions, expand childcare and nutrition services and expand worker-management dialogue. Training and certification of food vendors and within the urban food system will enhance food safety standards and increase the availability of nutritious healthy and safe foods for migrant workers. Interventions focused on pregnant and breastfeeding women and their children, will improve the nutrition practices during the first 1,000 days. A wide range of communication and behaviour change interventions will expand household adoption of better nutrition, sanitation and hygiene practices.

The programme will engage a diverse group of stakeholders from Government, private sector, civil society, worker organizations, development partners and communities in order to achieve its aims. This framework recognizes and responds to the need to establish strong mechanisms for coordination between implementing partners and programme stakeholders to encourage a systemic and coherent response to the challenges of rapid urbanization. It establishes a shared vision of the programme strategies and results during the next three years, leading to successful integration of women and men internal migrants in the peri-urban areas of Yangon.

1. Situation analysis

Urbanization has proven to be both a critical and complex aspect of the development process in many countries around the world. The shift from employment in agriculture to higher productivity work in manufacturing and services, and the corresponding shift from a rural to an urban economy, is an important driver of economic growth in most countries.¹ Yet urbanization brings with it significant challenges in integrating newly arrived migrants, particularly in terms of providing decent work opportunities, access and availability of safe and adequate food, affordable housing, safe and

¹ McKinsey Global Institute. (2013). Myanmar's Moment: Unique Opportunities, Major Challenges. Singapore.

hygienic environments and access to services. As a result, many migrants are highly vulnerable to exploitation and experience poor health and nutritional outcomes.

Overall, Myanmar's population continues to reside primarily in rural areas.² However, with the large-scale movement of internal migrants out of agricultural areas and into rapidly expanding cities like Yangon and Mandalay, approximately 30 per cent of the population are now living in urban areas.³ Population models have suggested that some of Myanmar's larger cities could double in size by 2030.⁴ This internal migration is driven in part by the pull factor of employment in the peri-urban industrial zones but also by the push factors of climate change and armed conflict. Myanmar has the highest economic vulnerability to climate change of all Southeast Asian countries.⁵ The predicted rise in temperature in Myanmar is anticipated to have major impacts on agricultural production, food security and economic livelihoods in rural and coastal areas.⁶

Internal migration toward urban centres in Myanmar is a phenomenon dating back to the establishment of the first industrial zones in the 1990's in Hlaing Thayar, Shwe Pyi Thar and Dagon Myo Thit townships of Yangon. The Government's policy to improve transportation networks led to increased spatial integration of rural people into urban areas by reducing travel time and costs.⁷ In addition, a Government operation in the early 1990's resettled upwards of 500,000 squatters to the industrial zones to clear them out of Yangon's inner city. Myanmar's burgeoning garment industry in these areas is also linked to a history of market liberalisation policies during this era. As private firms were authorised to engage in external trade, a thriving export-oriented manufacturing sector was established until it was quashed by the imposition of trade sanctions in the early 2000's.⁸ As a result, most of Myanmar's labour-intensive export-oriented industries remain concentrated in a small number of peri-urban industrial areas to this day.⁹

Employment

Many of those who come to Yangon are seeking employment in the garment sector. As of 2019, there were estimated to be about 560,000 workers employed in 600 garment, textile and footwear factories in Myanmar, mostly in industrial areas within Yangon and Mandalay. The majority of workers at these garment factories are young women (90 per cent) from poor rural households, though men are also increasingly opting to take up such work.¹⁰ Many of Myanmar's garment factory

² Dobermann, T. (2017). *Developing Myanmar's Periphery*. International Growth Centre: London.

³ MOLIP. (2015). *The 2014 Myanmar Population and Housing Census: The Union Report*. Nay Pyi Taw.

⁴ McKinsey Global Institute. (2013). *Myanmar's Moment: Unique Opportunities, Major Challenges*. Singapore.

⁵ Tun Oo, A., Huylenbroeck, G. and Speelman, S. (2019). *Measuring the economic impact of climate change on crop production in the Dry Zone of Myanmar: A Ricardian Approach*, Climate 2020.

⁶ World Bank Group. (2020). *Climate Change Knowledge Portal*. Washington DC.

⁷ Boutry, M. et al. (2016). *Land dynamics and livelihoods in peri-urban Yangon*. LIFT: Yangon.

⁸ Kusakabe, K. and Meli, C. (2019). *Jobs in SEZs: Migrant garment factory workers in the Mekong region*. AIT and Mekong Migration Network: Chiang Mai.

⁹ Tsui, W. (2016). *Myanmar Rising: Industrial and Special Economic Zones*. HKTDC Research: Hong Kong.

¹⁰ SMART MYANMAR. (2019). *Growth amidst uncertainty*. Yangon.

workers originate from the Ayeyarwady Delta Region, which is among the poorest regions in the country and faced a major loss of livelihoods following the devastation of Cyclone Nargis in 2008.¹¹

The rapid growth of the garment industry has primarily been driven by a historic transition in Myanmar's political economy. After years of economic isolation, the lifting of international economic sanctions and granting of trade preferences has led to booming levels of foreign investment in the country.¹² Historically, the garment sector in Myanmar suffered from a limited market due to sanctions imposed by the United States and Europe, and primarily served clients in Japan and South Korea.¹³ After these sanctions were lifted in 2011 and 2013, respectively, large multinational companies such as H&M, C&A, Primark, Zara and Adidas began seeking Myanmar factories to source their products.¹⁴ Many global clothing retailers consider Myanmar the next potential production base for their low-end "fast fashion" garment supply chains, as a cheaper alternative to China, Thailand, Cambodia and Indonesia.¹⁵ As a result, the value of garment exports in Myanmar has tripled over the course of a five-year period, reaching US\$4.6 billion in 2018.¹⁶

For migrant workers themselves, pursuing employment opportunities in peri-urban areas often entails significant risk. Many itinerant workers experience poor labour market outcomes, including difficulty finding regular employment, and end up working informally as day labourers. Finding work in a factory requires a national registration card, police clearance and a labour exchange office recommendation, official documentation which many rural migrants struggle to acquire. Training in basic sewing skills is also required by garment factories, which adds to the cost and time required for workers to find employment. Many take out loans at exorbitant rates from money lenders to pay for their migration to the city or continued living expenses, putting them in debt if they are unable to find work quickly. A survey found that 85 percent of families in these areas had taken out high-interest loans to cover their basic living expenses, with most charging 20 to 30 percent interest on at least a monthly basis.¹⁷

For those workers who do obtain jobs in garment factories, working conditions remain largely unregulated and can be exploitative. The industry business model is primarily based upon keeping labour and production costs down to remain competitive, with limited investment in training the workforce due to concerns about staff turnover.¹⁸ Wages are low and working hours are long and

¹¹ *ibid.* Kusakabe, K. and Meli, C. (2019).

¹² *ibid.* Theuws, M. et al. (2017).

¹³ ILO. (2018). Weaving Gender: Challenges and Opportunities for the Myanmar Garment Industry

¹⁴ *ibid.* ILO. (2018).

¹⁵ ILO. (2016). Asia-Pacific Garment and Footwear Sector Research Note; Theuws, M. et al.

¹⁶ Asian Institute of Technology and Mekong Migration Network. (2019). Jobs in SEZs: Migrant Garment Factory Workers in the Mekong Region.

¹⁷ Save the Children. (2016). Lives on Loan: Extreme Poverty in Yangon. Yangon.

¹⁸ Bernhardt, T., De, S. K. and Thida, M. W. (2017). Myanmar labour issues from the perspective of enterprises: Findings from a survey of food processing and garment manufacturing enterprises. Yangon.

sometimes excessive.¹⁹ Among factory workers surveyed, overtime requirements continue to be highlighted as a major issue of concern, both in terms of non-payment of higher rates but also their impact on health, well-being and safety.²⁰ The Department of Labour does not have sufficient capacity or human resources to adequately inspect a significant number of the factories, which contributes to lack of compliance with labour laws. In addition, many workers in these factories are unaware of their labour rights and are not able to lodge complaints if they do not receive the legal minimum wage, overtime pay, rest breaks or paid time off. Research has also found conditions of forced labour among internal migrants employed in some factories.²¹ Gender-based discrimination is also long-term challenges for the industry, including widespread sexual harassment, a significant wage gap between women and men and lack of adequate maternity protection and childcare services.²²

Progress in establishing harmonious industrial relations and platforms for productive social dialogue remains nascent and continues to be restricted by the suppression of labour organising.²³ It wasn't until the passage of the 2011 Labour Organization Law and the 2012 Settlement of Labor Disputes Law that trade union activities became legal in Myanmar and industrial actions have increased dramatically since then.²⁴ The actions that have been mobilized demonstrate the critical importance of labour organizing to empower workers to advocate for their rights, shine a light on abuses and achieve both redress and comprehensive reform. However, they also reveal the limitations in how trade unions are allowed to operate in Myanmar. Workers commonly have to resort to strikes to assert their labour rights partially because the normal channels for negotiation and collective bargaining are not available or don't function effectively. As a result, most trade unions in Myanmar focus their efforts on dispute resolution, which can be effective in resolving grievances but is limited in that it is an inherently reactive response.

No comprehensive assessments of the broader labour market in the peri-urban areas of Yangon currently exist. The research available suggests that in addition to the garment sector, internal migrants are largely employed in various types of manufacturing, including grain processing, food processing, toiletries and construction materials.²⁵ Other informal sector jobs in domestic work, transportation and street vending are also available but predominantly offer low wages and poor working conditions.²⁶

¹⁹ ILO. (2016). Employment and wages in Myanmar's nascent garment sector. Yangon.

²⁰ Action Labor Rights. (2016). Under Pressure: A Study of Labour Conditions in Garment Factories in Myanmar Which Are Wholly Korean Owned or in a Joint Venture with Korean Companies. Yangon.

²¹ Rogovin, K. and Aye, T. H. (2015). Internal Labour Migration in Myanmar: Building an evidence-base on patterns in migration, human trafficking and forced labour. ILO: Yangon.

²² ILO. (2016). Employment and wages in Myanmar's nascent garment sector. Yangon.

²³ International Labour Organization. (2018). Decent Work Diagnostic Report: Myanmar's Progress and Challenges. Yangon.

²⁴ *ibid.* Action Labor Rights. (2016).

²⁵ Tsui, W. (2016). Myanmar Rising: Industrial and Special Economic Zones. HKTDC Research: Hong Kong.

²⁶ Save the Children. (2016). Lives on Loan: Extreme Poverty in Yangon. Yangon.

Nutrition

Malnutrition in the context of urbanization presents another significant challenge for migrants. The rapid change in diet, lifestyle, employment and activity patterns is resulting in communities facing the triple burden of malnutrition, with high rates of wasting, stunting and micronutrient deficiencies, as well many of the risk factors for overweight and obesity. This nutrition transition can have devastating impacts on the health, resilience and potential of communities affected by this change.

The causes of poor nutrition outcomes in an urban setting are complex and multifaceted. Understanding and responding to the urban food systems is crucial to establishing ways to mitigate the impact of nutrition transition in a rapidly changing environment. Although nutrition data from the peri-urban areas in Yangon is limited, recent studies in the garment sector indicate that food and nutrition security among young migrant women, as well as their wider communities, is sub-optimal. The situation increases the risk of serious health problems for peri-urban residents, which in turn intensifies their vulnerability to socio-economic shocks and chronic poverty.

In a 2016 survey, it was found that 26 per cent of women garment factory workers were undernourished, while 18 per cent were either overweight or obese.²⁷ The same survey revealed that the common constraints to a good quality diet included long working hours which prevent access to markets and limit time for food preparation, inadequate cooking facilities especially in shared or dormitory housing and lack of money to diversify their purchase of food. It is rare for factories to provide canteen facilities, although some invite food vendors into their compounds to provide snack options and ready-made food. The majority of the food items sold are of poor nutritional value and follow very low food safety and hygiene standards.

A significant proportion of workers in the peri-urban areas of Yangon, and their families, do not have consistent access to affordable and nutritious foods; there is also often a lack of information available as well as social and environmental factors that limit their ability to practice optimal dietary and feeding practices, especially during times of increased nutrient requirements such as adolescence and the first 1,000-day period.

Lack of access and lack of knowledge result in lack of demand for nutritious products. The development of the fortified food market – in particular fortified rice, and other products like fortified oil or flour – has seen some success, in particular with middle and upper-class consumers. There is a challenge, however, in making fortified products affordable and available to those most at risk of malnutrition, including internal migrants. In particular, producers are reticent to work on bringing more affordable products to market where there is currently no ascertainable demand.

²⁷ WaterAid. (2016). Living Conditions of Garment Factory Workers. Yangon.

A poor diet which is inadequate in diversity, nutrient content and quality is one of the contributing factors to poor nutrition and health outcomes. In peri-urban areas, the consequences of poor nutrition are often exacerbated by poor hygiene and sanitation conditions, including overcrowded toilet facilities and inadequate sewage and waste management. Access to safe drinking water is also a major concern, with 73 per cent of all bottled water sold as purified being contaminated with E-coli.²⁸

Ensuring adequate food and nutrition security during adolescence and in women of reproductive age is particularly essential to ensuring good health and resilience to shocks. Preliminary results from a 2019 study led by the National Nutrition Centre found that the diets of over half of 18-19-year-old garment factory workers did not meet minimum requirements. In addition, 36 per cent were severely food insecure and 14 per cent showed clinical signs of anaemia.²⁹ The same survey found that in the previous month, 46 per cent of all women surveyed experienced fever and 17 per cent had diarrhoea. Beyond their health effects, these periods of illness can also contribute to reduced income and increased job insecurity and debts.

Poor nutritional status for women of childbearing age has important implications for the health of both children and mothers in peri-urban areas. Women who are malnourished before or during pregnancy are more likely to give birth to a baby with low birthweight, higher risk of being acutely or chronically malnourished, higher likelihood of developmental delays and increased susceptibility to illness as a child and adult.

The prevalence of children under five with acute malnutrition is 12.5 per cent in Yangon, the second highest rate of any state within Myanmar and far above the national average. This may be a consequence of inadequate food intake (especially during complementary feeding) and repeated episodes of illness, exacerbated by unsanitary living conditions and poverty.

Nutrition during the first 1,000 days from conception to the child's second birthday is crucial to ensure optimal development and growth and to reduce the risk of malnutrition. An environment in which maternal nutrition is poor, breastfeeding practices are sub-optimal and complementary food is inadequate in quantity and diversity is strongly correlated with other negative outcomes, including poor brain development, under performance in school and reduced earning potential later in life.

Breastfeeding mothers, and those who influence them, are often exposed to aggressive marketing by breastmilk substitute companies and others promoting profits over appropriate information. Engagement with quality health services and nutrition information is restricted because of long

²⁸ WaterAid. (2016). Living Conditions of Garment Factory Workers. Yangon.

²⁹ Goudet, S. (2019). Food security status and its risk factors among young women in peri-urban areas. Yangon.

working hours, discrimination, lack of documentation and affordability. When combined with the necessity to return to employment soon after giving birth, demanding work schedules and the lack of adequate maternity and breastfeeding support, a mother's ability to follow recommended breastfeeding practices is further compromised.

Unstable income, poor working conditions and insufficient access to facilities and services to enable optimal practices – as well as a lack of quality information on good nutrition, health and hygiene practices (including food safety and handwashing) – are important contributing factors to poor health and nutritional outcomes and lack of resilience among peri-urban residents. Responding to the environmental factors as well as individual circumstances through a food systems approach to address the specific dynamics of individual and household purchasing and consumption patterns, availability, production and supply of safe and diverse foods can mitigate the risks facing vulnerable communities.

Housing and sanitation

There are few options available for obtaining safe and affordable housing in peri-urban areas. Residents working in factories tend to rent rooms in dormitories or share rooms in employer-provided housing. The costs of accommodation are substantial, and together with food and remittances, absorb most of their income. This leaves little money available to build savings or cope with unexpected socio-economic shocks. Migrants who are still in training have to bear the high cost of housing without any regular earnings, in addition to the initial costs paid to move to Yangon. This can lead to chronic problems with excessive debt that are difficult to escape.

Other peri-urban residents have set up their own housing on private lands or government-owned public spaces, leading to the development of informal settlements. In addition to being unstable living situations due to their illegality under current laws, such areas lack sources of clean drinking water and are poorly served by sanitation, including rubbish collection and drainage services. The ongoing construction of concrete roads by the government to increase access to peri-urban Yangon has exacerbated the problems with flooding and associated pollution by blocking the existing waterways. The result has been a severe deterioration in sanitary conditions in many peri-urban areas, with increased risk of diarrhoea, dengue and other water borne diseases.

Impact of COVID-19

For internal migrants, the most significant problem caused by the COVID-19 pandemic to date has been the adverse socio-economic impact. The garment sector is the largest export industry in Myanmar and has faced a substantial slowdown as a result of supply chain disruptions with China and cancellation of orders from major markets. Factory closures in Yangon have been widespread, with the total number either temporarily or permanently closed reaching around 150 by the

beginning of June 2020. The shuttering of factories has disproportionately harmed the livelihoods of women migrants due to their high rate of employment in the industry.

This has made the already tense environment for industrial relations in Yangon more adversarial, with a number of strikes in Hlaing Thar Yar and South Dagon, a several factory owners absconding to avoid paying severance and other factories using the pandemic as an excuse for union-busting. There has also been an inability to reach agreement between the government, private sector and worker representatives on substantive action to replace lost wages, with the EU-supported Myan Ku fund for the garment sector the only large-scale cash transfer initiative. So far, the branches of the Social Security Scheme for formal sector workers have not been extended to cover unemployment benefits.

Even before the pandemic, the peri-urban areas where internal migrants live were already some of Myanmar's most vulnerable communities. The loss of income coupled with a lack of savings, hygiene supplies, personal protective equipment and knowledge regarding COVID-19 has threatened the welfare of migrants, as well as the families they support in communities of origin. As proximity is a critical driver of infection and the low-income settlements in peri-urban areas are very densely populated, maintaining physical isolation has been extremely difficult. Moreover, the livelihoods of migrant households typically rely on a daily commute on crowded transportation networks, adding to the challenge of social distancing.

The sudden loss of income has raised serious concerns about the coping strategies that are being applied by migrants and their family members. Rapid assessments suggest that many households are taking on unsustainable levels of debt to support themselves and purchase food.³⁰ This may drive more households into precarious and unacceptable forms of work and there have been reports of increases in gender-based violence by some service providers.³¹

2. Theory of change

The overall goal of the programme is **improved nutritional status, increased household income and assets and reduced vulnerability for women and men internal migrants in the peri-urban areas of Yangon**. The programme will achieve this goal through three component outcomes:

1. Expanding access to information, services and peer support for women and men migrants;
2. Increasing opportunities for decent work for women and men migrants; and
3. Improving nutrition and water, sanitation and hygiene conditions, particularly for mothers and children.

³⁰ UN-Habitat. (2020). Rapid Assessment of Informal Settlements in Yangon. Yangon.

³¹ The LIFT Fund has developed a substantial COVID-19 response programme for internal migrants in Yangon, which is considered a separate programme and is not discussed within this framework.

Each programme component includes interventions at the policy, systems and household levels, which are outlined in the narrative and theory of change provided below. By working through this differentiated approach, the programme will respond to both the immediate needs of migrants and their households as well as build the knowledge and capacity of stakeholders to provide services in the longer-term. This will leave an indelible legacy of expanded support for the stabilization of newly arrived migrants and increased social cohesion through longer-term integration into host communities.

Policy

At the policy level, the programme will work to **strengthen evidence-based policy frameworks on labour rights protection, labour organizing, workplace standards, nutrition, food systems and social protection**. Through building the knowledge base with empirical research, the programme will engage in advocacy to improve gender-responsive policies on labour rights and nutrition for migrant workers. This will include expanding freedom of association, collective bargaining, access to justice, maternity protection and the rights of breastfeeding women and mothers of young children. It will also address the gender wage gap, discriminatory employment practices, and violence and harassment in the workplace. The programme will support capacity development of civil society, labour organisations and other actors to pursue coordinated advocacy for policy change. This will include work with peer groups and community-based organisations to amplify the voice of migrant workers themselves, towards policy change. Equally, policy advocacy will focus on increasing access to fortified foods, cash support for migrant women, nutrition-sensitive workplaces, standardisation of social and behaviour change communication (SBCC) approaches, protecting consumers from unethical and unlawful marketing practices (particularly for breast milk substitutes and other formulated foods) and the development of improved food safety standards. Working with the private sector, the programme will build their ownership of the necessity to increase the supply of fortified foods in peri-urban areas, which will in turn contribute to policy change.

Systems

At the system level, the programme will **enhance systems to increase availability of safe and fair workplaces, worker empowerment and protection, safe and nutritious foods, and nutrition and health services** in peri-urban areas. The programme partners will engage with factory owners, through training and advocacy, to support improved policies for human resource management, industrial relations and workplace standards. Through working to build the capacity and resources of civil society organizations, government agencies and other key stakeholders, the programme will increase the availability of information and services on safe migration and labour rights protection for workers in industrial zones. The programme will further strengthen the systems that empower workers to support each other, through investing in, and building the capacity of, peer networks, community-based organisations, worker associations and trade unions. The programme will use

comprehensive SBCC approaches and government guidelines to deliver effective communications directly to communities, in support of the government programmes under the MS-NPAN. Through a food systems approach, the programme will support food producers, sellers and consumers to respond to the specific challenges faced by migrant women working in factories, including increasing availability and access to fortified foods, building capacity to improve food safety and expanding availability of nutritious foods. Programme partners will also test the feasibility of the Maternal Child Cash Transfer (MCCT) in urban areas and for a migrant population, delivering a monthly cash transfer along with SBCC activities and increased access to nutrition services.

Household

At the household and individual level, the programme will use social and behaviour change communication methods, public campaigns, community-based information sharing and training services to **increase the knowledge and competencies of migrant workers, their households and their communities on safe migration, labour rights, vocational skills, nutrition and WASH practices**. This will include expanded access by migrant workers to information on safe migration, how to access relevant assistance and services and reduce their vulnerability during the transition to employment in a peri-urban environment. It will also include skills development and financial literacy training so that migrant workers are able to stabilise and improve their employment and financial situation. The programme will apply comprehensive social and behaviour change approaches to promote household adoption of improved nutrition and WASH practices for all, but in particular target mothers, infants, young children and adolescents.

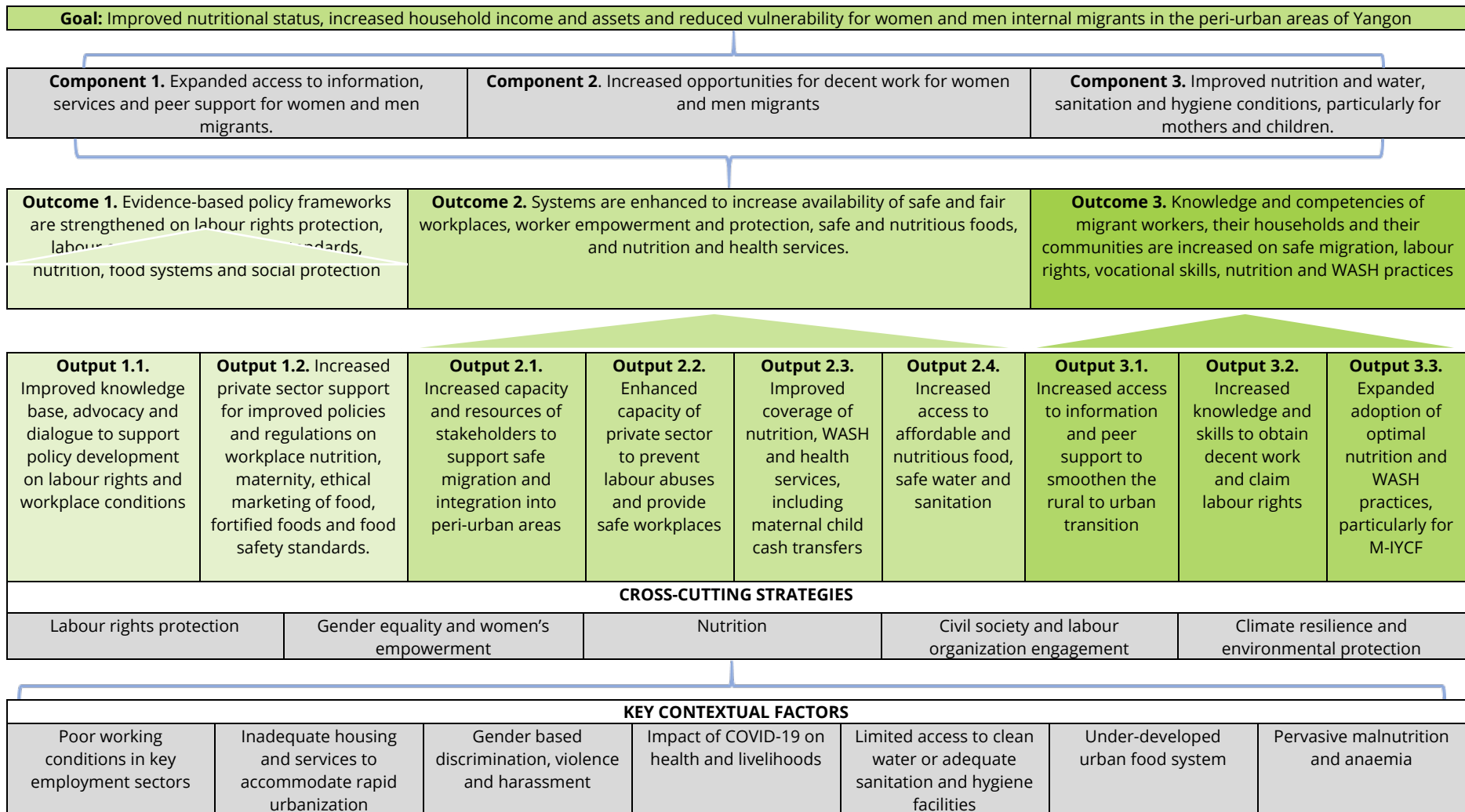
Cross-cutting strategies

In working towards the policy, systems and household outcomes described above, the programme will incorporate five cross-cutting strategies. The emphasis of programmatic interventions will at all times be on the protection of labour rights for migrant workers. Equally, priority will be placed on ensuring the programme contributes to improvements in gender equality and women's empowerment. It will further ensure that the activities contribute to improving nutrition through both nutrition-specific and nutrition-sensitive interventions. The programme will strongly engage civil society and labour organisations to facilitate local ownership of the interventions and results achieved. Finally, the programme interventions will incorporate consideration of climate change and environmental protection. More detailed elaboration of how the strategies will be applied is provided in section 11 of the programme framework.

Synergies with the LIFT Financial Inclusion programme

The programme will benefit from LIFT's extensive existing engagement with expanding financial inclusion of vulnerable migrant populations in Yangon, in particular through micro-finance institutions. The main area of intersection with the financial inclusion interventions will be through supporting access to credit and financial literacy for women migrants in the garment sector, who

otherwise may have to take out loans from money lenders at exorbitant rates to support themselves. Through the development of tailored financial services that address the barriers that migrant workers face in accessing low-interest loans and savings products, the number of migrant women adopting harmful coping methods, such as acquiring unsustainable debt and lowering food consumption, will be reduced.



4. Narrative description of interventions

The programme will be delivered through six lead implementing partners working across the three programme components. People in Need, ActionAid and Women's Organization Network will be the focal points for delivering increased opportunities for decent work under Component 2; and PATH, Save the Children and World Food Programme will be primarily responsible for supporting improved nutrition, water, sanitation and hygiene under Component 3. Apart from World Food Programme, all partners will contribute to expanded access to information, services and peer support for migrants under Component 1. In addition, the six partners will all address nutrition, either as a specific component or a cross-cutting issue for their interventions.

Programme components by implementing partner

#	Lead agency	Title	Comp 1	Comp 2	Comp 3
1	People in Need (PIN)	Aye Chan Thaw Ein: Empowering Labour Migrants in Shwe Pyi Thar	X	X	X
2	ActionAid (AA)	Safe Migration for Decent Work in the Peri-Urban Areas of Yangon (SECURE) project	X	X	
3	Women's Organization Network (WON)	Ending Vulnerability and Exploitation of Migrant Workers (EVE) project	X	X	X
4	Program for Appropriate Technology in Health (PATH)	Smart Move: Enhancing migration transitions through urban food system innovations and peer directed services for migrant workers in Yangon	X		X
5	Save the Children (SC)	Healthy Choices: Supporting Opportunities for Decent Work and Improved Health and Nutrition for Migrant Populations	X	X	X
6	World Food Programme (WFP)	Engaging Businesses to deliver Government national nutrition strategies through SUN Business network in Myanmar			X

Component 1. Expanded access to information, services and peer support for women and men migrants.

Increased capacity and resources of stakeholders to support safe migration and integration into peri-urban areas

The programme will sustainably increase the availability of information and services for migrant households through establishing and capacitating eight worker and migrant support centres managed by CSOs and labour organizations in migrant communities (PIN/WON). To support integration of migrants, the programme will deliver a comprehensive package of support to migrants and their families, including safe accommodation, labour market information, support for

legal documentation, information and referral to public services, and legal aid in cases of labour rights abuses (PIN/AA/WON). Programme partners will also strengthen the capacity of peer networks (primarily targeting women) to foster mutual aid (PIN/AA/WON). Migrant paralegals will be trained to deliver information and assistance on labour rights protection (PIN/AA). Provision of training and resources for township authorities will improve implementation of labour laws (PIN/AA). Decent work committees will be established to identify and refer protection issues (SC). In order to ensure that services reach children and respond to child safeguarding, local services will be mapped and services providers trained on child protection and safeguarding, in order to provide appropriate support to at-risk adolescents through case management and/or referral to relevant social services and labour organisation (SC).

Increased access to information and peer support to smoothen the rural to urban transition

The programme will deliver end-to-end support to improve the knowledge of migrant workers about the migration process and transitioning to peri-urban work sites through delivery of training, as well as through information disseminated through mobile apps and social media. This will include information on safe migration, labour rights, accommodation, and health and social services (PIN/AA). Training will be delivered on financial literacy to assist migrant workers and their families with setting a household budget, using a bank account, managing debt, saving money and sending remittances safely and affordably (PIN/AA). By joining peer networks, worker associations and trade unions, workers will also have greater access to information and support that will increase empowerment and reduce their vulnerability to abuse. Outreach by these networks in communities and factories will provide training and opportunities for peer exchange on labour rights, gender-based violence, sexual health and reproductive rights and other critical challenges faced by migrants (AA/WON/PIN/SC).

Component 2. Increased opportunities for decent work for women and men migrants

Improved knowledge base, advocacy and dialogue to support policy development on labour rights and workplace conditions

The programme will build the knowledge base on factory working conditions, labour rights protection and key challenges faced by migrants in integrating into peri-urban Yangon (AA/PIN/WON). Action research will provide for the childcare needs of migrant factory workers in Yangon and provide evidence for advocacy to expand employer responsibility and improve maternity protection. It will also seek to understand how the lack of access to childcare and education services impacts on migrant families, including its contribution to increases in child labour (AA). Video ethnographies will be produced on sexual harassment and gender-based violence among women factory workers to advocate for a strengthened legislative framework (WON). Capacity development of civil society and labour organizations will contribute to regional, national and global campaigns and advocacy to improve workplace conditions in the garment sector and

other factories employing migrants (AA/PIN). Multi-stakeholder dialogues will be organized to support constructive policy dialogue and increase accountability of the government and private sector for protecting the labour rights of migrant workers in factories (AA/PIN/WON/SC).

Enhanced capacity of private sector to prevent labour abuses and provide safe workplaces

Programme partners will increase the knowledge of factories on labour and workplace standards and support their application to improve conditions for workers (PIN). In partnership with the Myanmar Garment Manufacturers Association, participatory training methods will improve the ability of employers to establish harmonious relationships with staff and a more collaborative workplace culture (AA). Through assessing the existing conditions, turnover, productivity and workplace culture, the programme will support the development of good practices for factory management, which will be intensively piloted in three factories for potential adoption as industry-wide standards through becoming model factories (AA). Action research will provide concrete evidence of the benefits of employer-provided childcare services in factories (AA). Building on the momentum that is developing around the Violence and Harassment Convention (No. 190), programme partners will work with factories to build their capacity to provide “respectful workplaces”, identifying and addressing issues of violence and sexual harassment (WON/AA). Youth-friendly employment and business services will be developed, including through youth-oriented job fairs and financial support to cover the basic costs of job seeking (SC).

Increased knowledge and skills to obtain decent work and claim labour rights

Labour market assessments will be conducted to provide an evidence base for training activities that improve the match between the supply and demand for skilled labour (PIN/WON) Soft skills training and on-boarding will help workers to succeed in the workplace and claim their labour rights (PIN). Market-oriented vocational training will expand access to employment opportunities and better pay for women in factory settings (WON). Other forms of skills development training will focus on enhancing the skills of migrant workers to access employment in non-traditional sectors of work through a results-based financing model delivered by employer-trainers, in-line with NSSA National Occupational Competency Standards (PIN). Skills training for young people and adolescents will build the skills necessary for them to access decent work, including gender-sensitive transferable life skills, market-relevant vocational training and apprenticeships (SC).

Component 3. Improved nutrition and water, sanitation and hygiene conditions, particularly for women and children

Increased private sector support for improved policies and regulations on workplace nutrition, maternity, ethical marketing of food, fortified foods and food safety standards

Through programme support, the SUN Business Network (SBN) will be established in Myanmar. The purpose of the SBN is to improve and strengthen the private sector’s contributions towards

improving the production and consumption of nutritious and safe food, and as such contribute to reducing malnutrition in all its forms. The SBN will engage businesses in policy dialogue around nutrition strategies, in particular advocacy around the development of food fortification standards and improved food safety standards. With regards to nutrition in the workplace, the SBN will facilitate engagement with (garment) factories and other large companies (e.g. in the financial sector) in order to set up programs to promote eating healthy in and around the workplace and link them with healthy food suppliers (e.g. fortified foods) (WFP). In addition, building on the existing rice fortification working group, the programme will support the development of a government-led national food fortification alliance to advocate for fortified foods and to strengthen urban foods systems and nutrition related policies and guidelines (PATH).

Increased access to affordable and nutritious food, safe water and sanitation

All partners will work to increase access to more diverse, affordable and safe foods specifically for migrant women and families with children under two through working with food MSMEs within and in the area of factories and worker housing to sell nutritious food (including fortified foods) and improve food standards through accreditation of vendors (PIN/PATH/SC). The programme will also facilitate meaningful partnerships and investment options to support the production and supply of affordable fortified and healthy and safe foods (PATH/WFP). Partners will support factories to improve their workplace policies which impact on workers' food and nutrition security, including maternity protection and childcare policies, water and sanitation facilities, and HR regulations on when workers can take breaks, go to markets and access healthcare (WFP/SC/AA/WON). Work will also focus on developing sustainable solutions for sanitation and safe water infrastructure, including supporting the YCDC planning based on a needs assessment and developing sustainable community-based solutions for solid waste management (SC/PIN).

Improved coverage of nutrition, WASH and health services, including maternal child cash transfers

The programme will support access to nutrition and health services, including key Infant and Young Child Feeding Practices (IYCF) support, screening for acute malnutrition and early referral for treatment. Comprehensive skills training of community-based nutrition counsellors to support provision of nutrition services will be integrated into the public health system. Promotion and provision of essential services for sexual and reproductive health, nutrition and hygiene services will also be improved through capacity strengthening of workplace infirmity nurses and health professionals (SC). The MCCT for pregnant women and breastfeeding mothers during the first 1,000 Days and accompanying SBCC activities will be delivered with a strong learning component to strengthen systems-level delivery (SC). Activities will aim to improve health and nutrition SBCC interventions, in-line with MOHS guidelines; promoting better practices in the community, as well as applying and testing replicable approaches. Increased coverage of referral services and peer outreach will support a reduction in health problems related to poor nutrition, water quality and

sanitation, enable early treatment of diarrhoea and acute malnutrition, as well as provide further access to sexual and reproductive health services (WON/SCI).

Expanded adoption of optimal nutrition, sanitation and hygiene practices

Through the use of evidence-based SBCC approaches, the barriers to optimal hygiene, sanitation and nutrition practices, food safety and maternity rights will be addressed. SBCC and social marketing campaigns delivered through mass media, social media, mobile apps, community workers, workplaces and food vendors will promote key Maternal, Infant and Young Child Feeding (M-IYCF) practices, nutrition in adolescence, safe and nutritious diets and improved WASH practices (PIN/PATH/WFP/SC/WON). Information geared at sustainable behaviour change will particularly relate to practices during the first 1,000 days and the specific needs of adolescents and women of reproductive age. This will support adoption of the promoted nutrition and child care practices (including IYCF practices), as well as practices to improve the health and nutrition of pregnant and breastfeeding mothers (SC). Promoting a fairer balance of reproductive care between women and men, behaviour change communication strategies will target key influencers and care givers (SC).

5. Coordination of implementing partners

The programme will be delivered through six lead partners who will manage consortiums of sub-partners and networks across the four townships of peri-urban Yangon. Close cooperation is required to avoid duplication of efforts and generate synergies between the activities of these partners and sub-partners. In response to this need, the programme will establish mechanisms that will enhance coordination across the programme, harmonize approaches for specific shared interventions and maximise the overall benefits for the targeted migrant communities.

Mechanisms for coordination

The three main approaches for ensuring close coordination of programme partners will be through: (1) Recruitment of a national staff member at LIFT to serve as Programme Coordinator; (2) Programme coordination meetings; and (3) Cluster sub-group meetings. Informal sharing and coordination between partners will also be encouraged through a programme Facebook group and ad hoc meetings.

The responsibilities of the Programme Coordinator will include organizing the quarterly programme coordination meetings and the sub-group cluster meetings. They will also act as liaison with the relevant Government authorities and other key external stakeholders. Furthermore, the Coordinator will be responsible for helping to ensure a unified approach to public campaign events to mark international observances. In addition, the Coordinator will work closely with partners to support

learning and report back good practices identified to the relevant programme teams to inform adaptive management.

The overall programme coordination meetings will be held on a quarterly basis, during which all partners will network, share progress and challenges faced during implementation and find areas of intersection to support practical collaboration. The meetings will have a rotating thematic focus based on the activities of the project partners, with individual partners leading in areas where they have recognized expertise such as private sector engagement, gender mainstreaming and social and behaviour change communications.

Acknowledging the need for more focused coordination efforts in certain programme areas, five cluster sub-groups will be formed with select membership of implementing partners. The themes for these sub-groups will be: (1) Nutrition SBCC approaches; (2) Food vendor engagement; (3) Labour rights and skills development; (4) Civil society and labour organizations; and (5) Public campaign events. The sub-group meetings will be chaired by partners and will be convened as needed to ensure that all relevant partners agree on shared technical approaches.

Cluster sub-groups

Nutrition SBCC approaches: There is a need to coordinate social behaviour change communication (SBCC) strategies of partners in order to maximize impact. SBCC requires an in-depth and analytical approach to identifying which behaviours will be targeted and the most appropriate approach to achieve change. SBCC strategies are most effective at achieving sustainable changes when there is consistency of communications across multiple actors to support a shift in behaviours and perceptions at individual, community and systems levels. Bringing together the relevant project partners to identify a strategic communications plan, share research and data, and align campaign tools, messages and materials will help to ensure that communications work is coordinated, complementary, effective and impactful. (PIN/PATH/WFP/SC/WON).

Food vendor engagement: Several of the programme partners will support the training and certification of food vendors. A coordinated approach will ensure sustainability and maximize reach, working in close collaboration with YCDC and FDA to develop recognized standards. The project has the potential to have a widespread impact on the practices of vendors and the expectations of those purchasing food from them through collaborative activities and messaging. Furthermore, coordinating the work of partners engaging with food vendors will create opportunities for collective policy advocacy on food safety and fortification standards (PIN/PATH/SC).

Labour rights and skills development: The interventions of several of the programme partners will address key labour rights issues, including freedom of association, access to justice, non-discrimination, maternity protection and sexual harassment. In addition, a number of the projects

will support skills development activities, including vocational training, financial literacy training, life skills training and soft skills training. By leveraging the many existing tools and resources have already been developed and trialled, the programme will increase the effectiveness of these interventions. In addition, a coordinated strategic approach will ensure that programme partners speak with one voice on labour rights issues, increasing the impact of their advocacy with key stakeholders (AA/PIN/WON/SC).

Civil society and labour organizations: Most of the projects within the programme have been developed as consortiums, relying on close cooperation with civil society organizations, community-based organizations and labour organisations for implementation. As the overall programme coordination meetings can sometimes be dominated by international organizations and are conducted in English language, there is a need to have a separate programme coordination meeting among local organizations in Myanmar language. This will improve the programme's ability to effectively coordinate implementation on the ground, provide a clearer understanding of progress and challenges from the organizations experiencing them firsthand and build local ownership of the programme to increase sustainability (Sub-partners of PIN/PATH/SC/WON/AA).

Public campaign events: There are several key annual dates that are relevant to the programme, upon which multiple partners have planned campaign and advocacy events. These include International Women's Day, International Migrants Day, International Workers' Day, 16 days of activism, Nutrition Promotion Month, World Food Day, Global Handwashing Day and others. There are also limitations in the availability of workers to attend more regular networking events, such as Sunday Cafés. To increase their reach and ensure that partners are not working against one another with their campaigns, public events will be coordinated and organized collectively whenever possible (All).

6. Target beneficiaries

The programme will primarily benefit internal migrant workers and their families in four townships of peri-urban Yangon: Hlaing Thar Yar, Shwe Pyi Thar, South Dagon and Dagon Seikkan.³² With a total population of over 1.5 million, these townships were selected based upon being home to the largest populations of migrant workers and urban poor living in informal settlements within the Yangon Region, as well as the highest number of industrial zones and factories. The programme will also provide support to migrant workers and their families in key areas of origin, including the Ayeyarwady Delta Region and the Dry Zone. In total, the interventions are expected to directly benefit 347,246 people (71% women and 29% men).

³² As well as to a lesser extent in the neighbouring township of Htantabin.

Women and men direct beneficiaries to be reached by implementing partners

Organization	Women	Men	Total
People in Need	15,000	10,000	25,000
ActionAid	32,258	21,763	54,021
Women's Organization Network	119,641	18,641	138,282
PATH	60,052	41,383	101,435
Save the Children	18,974	9,534	28,508
World Food Programme	-	-	-
Total	245,925	101,321	347,246
	71%	29%	

Direct beneficiaries:

- Internal migrant workers and their families (including women, people with disabilities, workers in the informal sector, ethnic minorities and LGBTQI).
- Pregnant and breastfeeding mothers.
- Infants, young children and adolescent girls and boys.

Indirect beneficiaries:

- Host community members.
- Civil society and labour organizations.
- Private sector employers.
- Government agencies.
- Food vendors, suppliers and producers.

Map of programme target areas



7. Stakeholder analysis

The main stakeholders of the programme include Government agencies, private sector actors, labour organisations, civil society organizations and development partners. A brief summary of the stakeholders to be engaged and the specifics of their involvement are outlined below.

Government: The programme will work directly with the Government departments with mandates for labour, health/nutrition and social protection services at the union, regional, township and community levels. Policy advocacy with union ministries will focus on the Ministry of Labour, Immigration and Population in relation to labour market governance and working conditions; the Ministry of Health and Sports, in relation to nutrition initiatives; and the Ministry of Social Welfare, Relief and Resettlement in relation to social protection mechanisms, including MCCT. At the Yangon regional level, programme partners will work in coordination with the Yangon City Development Committee (YCDC) to further the urban development agenda and ensure sustainability through institutionalizing approaches. This will include coordinated advocacy and interventions related to employment, housing, hygiene, water, waste management and nutrition, including with the Urban and Housing Departments, Department of Planning, and General Administration Departments. Engagement with government at the township level will ensure coordination of interventions, raise awareness and build the capacity of township authorities to support and implement interventions that improve labour rights protection, workplace conditions, nutrition outcomes and maternal and child health. In particular, this will include Labour Exchange Offices, the Township Conciliation Body and Township Health Departments. Additional public sector stakeholders will include the National Skills Standards Authority, Department of Technical and Vocational Training, National Nutrition Centre, Health Literacy Promotion Unit and Food and Drug Administration.

Private sector: The programme will engage with and support a range of private sector partners. A key element of the programme will be provision of support to the SUN Business Network, which will bring together private sector representatives from multinational companies, industry associations (including the Myanmar Rice Traders Association, Myanmar Rice Millers Association, Myanmar Rice Federation and Food Vendors Association), food producers, factories, and small and medium enterprises, to support efforts to increase the supply of nutritious and safe food. Programme partners will also implement activities directly with some of these actors, in particular factories and food vendors. To improve employer practices on protection of labour rights, providing safe workplaces and provision of skills development training, the programme will support a package of capacity building activities with the peak employer body in the garment sector, the Myanmar

Garment Manufacturers Association (MGMA). The Myanmar Federation of Chambers of Commerce and Industry will also be engaged as a key stakeholder organization during consultations and cooperative activities with the private sector. Programme partners will work with the Myanmar Private TVET Association and individual employers to deliver vocational training through on-the-job training, apprenticeships and employer-trainer arrangements that expand the skills of the migrant workforce. The programme will also collaborate with the social enterprise Koe Koe Tech to develop an app for provision of safe migration information.

Civil society organizations: Most of the programme partners will implement their projects in consortiums, primarily constituted by local civil society organizations with relevant technical and geographic experience. ActionAid's partners include WE Generation Network, Legal Clinic Myanmar and Future Light Centre. PIN will partner with Action Labour Rights, Community Development Association, Food and Science Technology Association and Medical Action Myanmar. WON will lead its own consortium, partnering with network members Women Federation for Peace Organization, the Association for Labour and Development, Rainbow Women Organization and Yangon Kayin Baptist Women's Association. PATH will partner with Business Kind Myanmar and Save the Children will work with two CSOs, Rays of Light and Pan Taing Shin. The direct engagement of so many civil society actors with strong networks and relationships in the target communities will help to ensure the programme responds to the needs and priorities of the target communities. Recognising the strong emphasis placed on gender equality and women's empowerment, the programme will work with gender-specialized civil society organizations to expand technical expertise, including Women for the World and Gender Academy. The programme will also engage with CSO partners who are actively working to increase the rights of women workers, including Action Labour Rights, Association for Labour and Development and Burmese Women's Union. Collaboration with the Myanmar Nurses and Midwives Association will strengthen the programmes delivery of nutrition and health services to pregnant and breastfeeding women. In addition, the programme will engage with the SUN Civil Society Alliance to support advocacy on nutrition within the broader SUN network.

Labour organizations: Responding to the need to build peer support and the capacity for collective action among migrants, trade unions and worker organizations will be engaged directly as part of several of the programme consortiums. In particular, the Confederation of Trade Unions of Myanmar, the Industrial Workers Federation of Myanmar, the Myanmar Industries Craft and Services Trade Union, Cooperative Committee of Trade Unions and Solidarity Trade Union Myanmar will support implementation as sub-partners. In particular, the trade unions will provide direct legal support to workers who experience exploitation or abuse, including a wide range of labour rights violations. In addition, many of these organizations are particularly specialized in organizing women

workers and will act as strong advocates for the expansion of women's labour rights, including maternity protection and equal pay. The programme will also engage with the Worker's Coordination Committee, a local dispute resolution mechanism which consists of two employer representatives and two worker representatives.

Development partners: The programme will work with key development partners to ensure coordination of programme interventions and improve results. Several international NGOs will contribute as part of project consortiums, including Helvetas, WaterAid, Base of the Pyramid Innovation Center and Terre des hommes. Through the SUN UN and CSO Network, partners will apply coordinated and consistent approaches to advocacy and interventions on nutrition with key partners, including the World Food Programme and UNICEF. UN-Habitat will join coordination mechanisms to share its expertise on informal settlements and WASH interventions. The programme will also benefit from coordination with LIFT's existing partners to share good practices and lessons learned on safe migration, improving workplace conditions, expanding opportunities for skills development and other subjects. This includes LIFT's longstanding migration programme partners – International Labour Organization, International Organization for Migration, CARE, BBC Media Action and Eden Myanmar – as well as other relevant international organizations.

8. Risk management strategy

Through active management of key contextual, programmatic and institutional risks, the programme will achieve optimal results and reduce the potential for unintended negative consequences. The LIFT Fund has developed a dynamic Programme Risk Assessment Matrix (PRAM) that will be discussed in coordination meetings and updated on a quarterly basis. An initial set of high-level risks for inclusion in the PRAM have been identified by LIFT and its implementing partners and are provided in the matrix below.

During implementation, a risk management process will be established that systematically identifies, analyses, treats and reports on threats to successful achievement of project outcomes. All project stakeholders will have a role to play in addressing risk. Active management will be facilitated by establishing responsible parties at multiple levels within the programme framework, including implementing partners, LIFT Fund Management Office, LIFT Fund Board and UNOPS Management. Overall responsibility for risk management belongs to the LIFT Fund Director and the Senior Programme Manager (Decent Work and Labour Mobility) will act as focal point for risk identification, analysis, treatment and reporting. When major elevations in risk occur, the LIFT Fund Board and

UNOPS Management will be engaged to make them aware of the situation and revise the programme's mitigation strategy in response.

Programme risk assessment matrix

Risk	Risk Likelihood	Risk Impact	Mitigation Strategy
Contextual risks			
COVID-19 adversely impacts the macro-economic environment, resulting in widespread loss of employment due to factory closures and restrictions on business operations.	High	High	The programme partners will support migrants to claim their labour rights, including severance pay when they are laid off. Emergency assistance will be provided to migrants in the form food, cash transfers, temporary housing and transportation home. Support for alternative livelihoods outside of export-oriented manufacturing will be provided through income generating activities and vocational training.
Withdrawal of Generalized System of Preferences (GSP) status by the EU results in loss of employment in peri-urban areas due to reduced exports.	Low	High	LIFT and its programme partners will continue to advocate for maintaining Myanmar's preferential access to the EU market within their respective spheres of influence. Notably, however, the consideration of a removal of trade preferences relates to human rights abuses in Rakhine State and is beyond the scope of the programme's direct impact.
Decrease in Government commitment to protection of labour rights for vulnerable workers due to a decline in economic growth.	Moderate	Moderate	LIFT and its programme partners will undertake research and advocacy to maintain the Government's attention to labour rights issues. Other channels for advocacy will also be leveraged to highlight the importance of these issues, including the US TIP Report, the Fund Board membership and their respective diplomatic missions.
Natural disasters, including flooding from heavy rain and cyclones, severely impacts community sanitation, displaces the population in informal settlements and delays project activities.	Moderate	Moderate	Though still at-risk, the migrant population in the peri-urban areas of Yangon can generally be considered more climate resilient due to the high prevalence of non-farm livelihoods. To ensure preparedness, community WASH planning will include the development of disaster risk resilience strategies. In case of a major disruption

			of programme activities, LIFT will work with implementing partners to adapt their activities accordingly.
Decline in Government support for the implementation of the MS-NPAN and the fortified food agenda.	Low	Moderate	LIFT will leverage its strong relationships with the relevant Government agencies to maintain political will, working closely with the National Nutrition Centre and other key public sector stakeholders to ensure ownership and provide further recommendations for evidence-based action.
Programmatic risks			
Increased support for civil society and labour organizations under the programme raises government concerns about a rise in strikes and other industrial actions.	Low	Moderate	MOUs and orientation workshops with government authorities will be coordinated during the inception phase of projects. Close lines of communication will be maintained during implementation with township, regional and union level government authorities to build trusting relationships. Organizing multi-stakeholder dialogues will allow any government concerns to be openly discussed. Training will be provided on dispute resolution to workers and employers.
Lack of engagement by factories or other private sector employers in improving workplace conditions or access to nutritious foods.	Moderate	High	LIFT and its programme partners will conduct advocacy with the government and key private sector actors (including buyers) to ensure active engagement of factories in improving workplace conditions. Interventions will strengthen the ability of workers to voice collective demands for decent working conditions. The business case for improved nutrition and conditions in factories will be communicated.
Conflict between migrant and non-migrant communities in peri-urban areas increases due to perceived preferential treatment afforded to migrants.	Low	Moderate	The programme activities will benefit both host and migrant communities. Programme partners will work to establish good relationships between migrants and residents through regular engagement and dialogue. Public events, such as International Workers' Day and International Migrants Day,

			will highlight the positive contributions of migrants to their communities.
Sub-optimal nutrition practices among migrants and their family members prove intractable.	Low	High	The programme will apply a coordinated food systems approach among programme partners, increasing access to safe and nutritious food alongside social and behaviour change communications interventions. Evidence-based and comprehensive approaches that have proven effective will ensure significant results in improving nutrition status are achieved at household level.
Institutional risks			
Funds provided to implementing partners are mismanaged due to fraud or lack of financial management capacity.	Low	High	UNOPS policies on financial management and reporting will be clearly communicated in grant support agreements with partners. Financial capacity assessments will be conducted and training will be provided to address any gaps identified. Payments will be disbursed only upon approval of detailed technical and financial reports. External audits of expenditure will be conducted on annual basis. If cases of financial mismanagement are identified, the relationship with partners will be reviewed and terminated if satisfactory corrective actions are not taken.
Cases of sexual exploitation and abuse emerge involving the programme's implementing partners due to the increased vulnerability of migrant women.	Low	High	UNOPS safeguarding checks on implementing partners occur at multiple points in the grant management process to ensure service-provider accountability towards beneficiaries. Training will be provided to all programme partners and sub-partners on prevention of sexual exploitation and abuse. They will be required to set-up appropriate and functional complaints and feedback mechanisms. This issue remains a top priority for UNOPS Myanmar.

9. MEAL strategy

The programme monitoring and evaluation for accountability and learning (MEAL) strategy will play an important role in generating and applying evidence across its components. In particular, the MEAL strategy will focus on how the programme delivers against its objectives and results (accountability); generate more in-depth contextual understanding and facilitate knowledge exchange among programme partners and beyond (learning); and establish an evidence-base for policy advocacy, including through piloting of sustainable and scalable models and approaches (policy).

To operationalize the MEAL strategy, programme partners will be provided with extensive capacity development support, with a particular focus on civil society and labour organization sub-partners. In order to determine the level and type of support required, MEAL capacity needs assessments will be carried out as necessary. Regular coaching will be delivered by the LIFT Monitoring and Evaluation Department and at least one formal training will be organized for all partners per annum.

Strategic evaluation questions

Accountability and learning will be addressed through a set of Strategic Evaluation Questions (SEQs). SEQs provide a mechanism for assessing the extent to which LIFT has delivered on its overall commitments for the strategy period running from 2019-2023 through the peri-urban programme and focus on priority elements of LIFT's strategy, including its strategic shifts. The questions cascade down from the programme level to the project level, where they will be adapted for relevance. More detailed sub-questions will be developed to guide evaluations and review processes at various levels.

The SEQs will be answered through leveraging a range of data sources, including bi-annual progress reports, compilation of data from project MEAL systems, project outcome and end-line surveys, project reviews and evaluations, syntheses of project evaluations, programme evaluations, targeted evaluations, specialized LIFT surveys and the LIFT household survey.

Strategic evaluation questions

Domain	Strategic Evaluation Question
Progress towards impact	To what extent has LIFT helped internal migrant workers and their families to become more resilient and sustainably improve their livelihood, nutrition and vulnerability status?

Gender and inclusion	To what extent has LIFT contributed to furthering equity and empowerment for traditionally excluded and voiceless groups among the migrant population - women, informal sector workers, people with disabilities, ethnic minorities and LGBTQI?
Strengthening CSO and local institutional capacity	To what extent has LIFT contributed to strengthening the capacity of civil society, labour organizations, government and private sector at the local, regional and national levels to support internal migrants?
Sustainability and scalability	To what extent has LIFT identified and established sustainable and scalable models or approaches for achieving the envisaged outcomes after the programme's funding ends?
Conflict sensitivity	To what extent has LIFT proven to be effective and responsive to issues of conflict between key stakeholders in peri-urban areas, including improving industrial relations between workers and employers?
Programme synergies	To what extent has LIFT implemented the programme in an integrated manner and tapped into synergies and complementarities across themes, actors and other development interventions in peri-urban Yangon?
Contributing to policy and systems change	To what extent has LIFT contributed to strengthening policies and systems at township, regional and union level to better support internal migrants and their families?

Programme Monitoring

Projects will report progress and achievements in annual and semi-annual reports. The structure of these narrative reports will be based on the SEQs, encompassing the critical domains that form the basis by which project performance will be assessed. Structuring the reports in this way is intended to help ensure the reports shift from a focus on description of activities to become more analytical and outcome focused. In this way, progress reporting will support improved learning and knowledge management within LIFT and lend themselves to structured synthesis for responding to SEQs.

The programme reporting will contribute to measurement of the LIFT Logical Framework through its constituent projects, which will be aggregated and analysed for the LIFT semi-annual and annual reports. A sub-set of high-level indicators measured through the LIFT Household Survey will provide the head-line achievements for the programme, disaggregated for the target wards in Yangon's peri-urban areas.

Headline indicators and data sources

Component 1. Expanded access to information, services and peer support for women and men migrants
<ul style="list-style-type: none"> I-3.3: %/# of households in peri-urban Yangon categorised as vulnerable Data source: LIFT HH Survey (Vulnerability Index) I-2.4: % of male-headed households in peri-urban Yangon in which women report at least equal control over assets and income Data source: LIFT HH Survey (Women's Empowerment in Agriculture Index).
Component 2. Increased opportunities for decent work for women and men migrants
<ul style="list-style-type: none"> I-2.1: % of households in peri-urban Yangon below the international extreme poverty line. Data source: LIFT HH Survey (Poverty Probability Index) DH-2.4: % of individuals employed in a situation of forced labour within LIFT target areas Data source: LIFT HH Survey (ILO Guidelines concerning the Measurement of Forced Labour) I-3.4: % of informal employment in non-agriculture employment in LIFT areas Data source: LIFT HH Survey (International Conference of Labour Statisticians definition)
Component 3. Improved nutrition and water, sanitation and hygiene conditions, particularly for mothers and children.
<ul style="list-style-type: none"> I-1.2: % of moderately/severely stunted children under 5 years in LIFT areas Data source: LIFT HH Survey (Height-for-age) NH-1.4: % of households in LIFT areas using safely managed drinking water services Data source: LIFT HH Survey I-1.3: % of women of reproductive age (15-49 years) in LIFT areas achieving minimum dietary diversity Data source: LIFT HH Survey (Minimum dietary diversity for women)

Programme evaluation

Evaluation of the programme will focus on how it contributes to LIFT's evidence-based accountability, learning/adaptive management and policy objectives. In-line with the refreshed MEAL Framework, emphasis will be placed on the design and use of a more systematic, robust and rigorous evaluation at the programme level. This will engender greater cross-project learning and reinforce the integrated nature of the LIFT peri-urban programme.

At the **programme level**, an end of programme evaluation will be undertaken to collect evidence of results under the seven domain areas of the SEQs. This will include documenting the programme's achievements and challenges in supporting changes at the policy, system and household levels. The evaluation will be undertaken with a mixed methodology approach. As the programme is implemented, targeted or component-based evaluations will be undertaken where opportunities to

document more specific innovations and learning are evident (e.g. provision of safe migration information and services, models of labour organizing, SBCC strategies or licensing of food vendors).

At the individual **project level**, mid-term reviews and final evaluations will incorporate relevant SEQs, as well more specific operational questions. They will provide an independent assessment of how individual projects have performed, focusing on aspects of project implementation that best support learning and adaptive management. However, project evaluations will not be a standard requirement for all projects. A flexible approach will be applied, allowing for joint evaluations across multiple projects under a specific component as an alternative (or to supplement) individual project evaluations. In all cases, LIFT will play an active role in the evaluation process, from initial scoping to inform the design to commissioning the evaluation, managing it and ensuring that the findings are used.

Mechanisms for learning/adaptive management

The programme will establish and engage with mechanisms for cross-learning, improved integration, coordination and collaboration between actors and interventions, and ongoing adaptive management in response to emerging challenges and opportunities.

Communities of practice

Programme partners will participate in LIFT communities of practice in thematic areas relevant to the programme, including skills development, safe migration, nutrition and food systems. In addition, partners will participate in layered coordination mechanisms to benefit from inter-agency knowledge sharing and learning, as described previously. The information shared at these meetings will allow the partners and LIFT to begin to identify learning and adapt the programme as it is being implemented.

Knowledge products

Through the review and synthesis of evidence emerging from project narrative reports, evaluations and research studies produced, as well as the experiential learning of LIFT and its partners, the programme will develop briefs on key lessons learned and good practices to be disseminated. At the conclusion of the programme, a comprehensive knowledge product documenting the learning from the programme will be produced, particularly drawing upon the findings of the end of programme evaluation.

Field visits

Field visits will be conducted twice per year for each project by LIFT programme and M&E staff to monitor progress and provide recommendations for improvements to project management and implementation. A field visit report will be shared with implementing partners following each visit and actions taken to address the recommendations provided will be revisited during successive visits. The visits provide a lucrative opportunity to capture and apply learning, immediately reinvesting it into the programme through the recommendations for improvements, as well as developing lessons learned and good practice for future programming.

10. Policy and research agenda

Evidence-based policy development is a key element of all three programme components and a central part of the legacy that will be left behind after implementation is complete. To support the adoption of improved policy and legislative frameworks, policy-relevant research studies have been integrated into projects as part of their overall package of interventions and will also be commissioned separately by LIFT. Initial identification of policy objectives and key research studies for the programme are summarised in the table below. This agenda will be revised annually during the course of the programme in consultation with partners to respond to emerging opportunities and challenges.

Policy and research agenda

Policy objectives	Research studies
Expand freedom of association and access to justice for labour exploitation through legislative amendments and improved implementation	<ul style="list-style-type: none"> • Participatory studies on peer support and worker organizing (WON). • Assessment of the effectiveness of organizing and informal networking among women in preventing exploitation in peri-urban Yangon (LIFT). • Case analysis on migrant access to justice for labour rights abuses in peri-urban Yangon (AA).
Policy development to increase access to vocational training and labour market information on employment opportunities in peri-urban areas	<ul style="list-style-type: none"> • Assessment of gendered barriers to skills and labour market access (SC). • Assessment of labour market and availability of information on employment opportunities (AA). • Labour market assessment to determine the supply and demand for labour and skills in peri-urban Yangon (PIN/WON).
Legislative amendments to expand labour rights and maternity protections in high-risk sectors for abuse	<ul style="list-style-type: none"> • Survey of working conditions in factories in Hlaing Thar Yar, Dagon Seikkan and South Dagon (AA).

	<ul style="list-style-type: none"> Survey on the prevalence of forced labour among factory workers, domestic workers and entertainment workers (LIFT).
Policies on model factories developed and institutionalized with industry associations	<ul style="list-style-type: none"> Action research to provide for the childcare needs of migrant factory workers in Yangon and advocate for improvements to maternity protection (AA). Assessment of current factory conditions, turnover, productivity and workplace culture to develop a “model factory” approach (AA).
Gender-based violence and sexual harassment within workplaces reduced through adoption of a national legislative framework	<ul style="list-style-type: none"> Video ethnography on sexual harassment and gender-based violence among factory workers (WON). Process tracing on policy and legislation amended on violence and harassment in the workplace to identify the most effective strategies for influence (LIFT).
Improved policy environment for a sustainable food system for the vulnerable urban population	<ul style="list-style-type: none"> Consumer insights study and market analysis (PATH). Desk research and evidence generation on the impact of existing factory meal programmes on nutrition and productivity, including gender analysis component (PATH). Contribution analysis (PATH). Qualitative research on the key legal elements as well as business practices that are preventing access to decent work and nutrition (SC).
The MCCT is expanded to urban migrant communities, securing adequate financial and human resources to support continued expansion of the national programme	<ul style="list-style-type: none"> Learning paper on mobile cash transfer for migrant population in urban settings (SC). Post-distribution monitoring reports of MCCT (SC).
Effective implementation of nutrition programmes positively influences demand for nutritious food by migrant workers and communities in peri-urban areas	<ul style="list-style-type: none"> Assessment of impact of knowledge gaps around nutrition, and the introduction of nutrition initiatives at work, influence demand for good food (WFP/PATH). Assessment of food safety and hygiene practices of food vendors (PATH). Positive deviance evaluation and barrier analysis /formative research (PIN).
Recommendations and evidence are generated to support sustainable community approaches to achieving improved nutrition outcomes amongst urban migrant communities	<ul style="list-style-type: none"> Assessment of the health-seeking behaviours of workers, including reliance on private health care (SC). Operational research on how to integrate mother support group leaders in the government health or social welfare system (SC)

Legislative and regulatory arrangements enable private sector actors to improve quality, affordability and variety of fortified food products	<ul style="list-style-type: none"> • Value and supply chain analysis (PATH). • Consumer insights study to understand eating habits, purchasing behaviour, distribution and price (PATH). • Role of business and private sector in promoting fortified foods (PATH).
Increased access to safe water and sanitation through community infrastructural development	<ul style="list-style-type: none"> • Needs assessment and inclusive planning process for piloting of community managed and sustainable pilot model (SC). • Research to develop guidelines for a solid waste collection and management system (SC).

11. Cross-cutting strategies

Labour rights protection

As employees at destination in Yangon, internal migrants typically lack information about their labour rights and are unable to assert them when they face abuses. Migrant women, people with disabilities, ethnic minorities and LGBTQI people experience intersectional forms of discrimination within the workplace and are particularly disadvantaged in terms of access to information and assistance. Exclusions from labour rights and social protection for the informal sector jobs in which many migrants are working can prevent them from receiving basic labour rights protection, as does inadequate enforcement of labour laws for those employed in the formal economy.

As some of the most vulnerable workers within the urban labour market, the emphasis of programmatic interventions will at all times be on promoting the protection of labour rights for migrants. The programme partners are committed to expanding the rights afforded to migrant workers under law, and to ensuring they are realised in practice to provide them with decent working conditions. Interventions will be informed by international normative and labour standards, expanding the capacity of stakeholders to improve their application within the workplace. The programme will place a particular emphasis on the rights of migrant workers to freedom of association and collective bargaining through development of peer networks, worker associations and trade unions that provide opportunities for workers to organize. The right to redress, equal pay, maternity protection and workplaces free from violence and harassment will also be a key focus of the interventions.

Gender equality and women's empowerment

Expanding gender equality and women's empowerment is a core strategic priority of the programme. Although women represent the vast majority of internal migrants employed in the

manufacturing sector in peri-urban Yangon, they make up only a small proportion of those in management and ownership positions. A pervasive gender wage gap means that women continue to receive lower pay at all levels of seniority. Women also bear the primary burden for household and care work, in addition to the paid labour they undertake within the formal economy. This reduces the time that women have to make nutritious food choices, access healthcare services or attend skills training opportunities for professional development. Women who are pregnant or breastfeeding, and mothers of infants and young children, have increased service needs and often face significant barriers to accessing the necessary support.

To respond to these critical challenges, the programme will ensure that partner activities thoroughly mainstream gender issues into project implementation. Equal participation in consultations, meetings and events will ensure that women's voices are heard. Trainings will engage stakeholders to build their capacity and understanding of gender issues and support women to take up leadership roles within their communities. Gender disaggregated data and targets will direct the programme activities so that they disproportionately benefit women. Gender analysis applied during research studies will proactively identify and provide recommendations to address the barriers that migrant women face in accessing information, training and services.

The shared approaches applied during project design will also ensure that the programme robustly supports operationalizing the LIFT gender strategy. All programme partners have committed to spend at least 20 per cent of their programme costs on activities which contribute to increased gender equality and women's empowerment, as well as to develop a gender analysis/strategy during their inception phases. Reporting on specific activities and expenditure in relation to gender budgets will be included in semi-annual and annual progress reports.

Nutrition

Nutrition is one of the most significant challenges undermining individual and societal development in Myanmar. Ensuring adequate nutrition not only improves the health and wellbeing of the individual but also contributes to higher productivity at work and the capacity to advance into better paid employment. In particular, differences in diet during childhood can lead to divergent outcomes in relation to their individual cognitive and physical development, future education and earning potential. An equally important relationship of dependence exists between decent work and improved nutrition. Ensuring a living wage has an impact on migrant workers, their family members, their communities and the urban environment – supporting increased access to nutritious foods.

Nutritional status is determined by a range of factors and requires a multi-sectoral approach to address the drivers of poor nutrition. Interventions to improve information and access to services, working conditions and environmental factors are needed to support changes in practices by migrant households, focusing on increasing the opportunity for workers to make better nutrition choices. The programme will tackle some of the key factors that lead to poor nutritional outcomes by increasing access and availability of safe and diverse foods – including fortified foods – while at the same time increasing demand through effective social and behaviour change activities. Through engagement of the private sector, a systems approach will increase understanding of the business benefits of improved nutrition and the role they can play in supporting it for their employees. The programme will also work with the Government, producers and industry actors to develop systems that lower the cost and increase the availability and affordability of fortified foods. By taking a food systems approach to supporting adolescents, mothers and children (during the first 1,000 days) the interventions will address the drivers of malnutrition and increase access to safer and more nutritious food during crucial life stages.

Civil society and labour organization engagement

Recognizing the critical importance of robust engagement by civil society and labour organizations to improve support for migrant workers – and women migrants in particular – a substantial portion of the programme’s budget has been allocated to provide them with direct and indirect support (44%). Through ring-fencing a portion of the initial call for proposals, translating the call into Myanmar language and providing an extended period for proposal design, intentional efforts were made to ensure a high level of participation by civil society and labour organizations in the programme’s development.

To support local ownership of the programme, organizations with strong networks and relationships in the target communities will manage the majority of the direct implementation of activities. Strengthening the role of these grass-roots organisations in peri-urban Yangon will ensure systemic and lasting changes in the support available to migrant workers and their households. In particular, the 8 worker and migrant support centers established in Hlaing Thar Yar, Shwe Pyi Thar and Dagon Myo Thit will be directly managed by civil society and trade union organizations. Ongoing capacity building support will ensure that local partners are technically and financially able to continue to deliver assistance and advocate for migrants after completion of the programme, representing a major legacy of its interventions.

Climate resilience and environmental protection

The programme will respond to the key challenges of climate change and environmental degradation, both in terms of advocating for climate-smart policies and planning in peri-urban areas, and implementing interventions that mitigate the social and economic impacts on those who are most vulnerable. Disaster risk reduction strategies will be incorporated into information shared through the programme to build resilience among migrant beneficiaries. Single-use plastic will be reduced and environmentally-friendly packaging promoted to food vendors. Training will be provided to encourage environmentally-sustainable production techniques in factories. WASH infrastructure will be enhanced within communities and informal settlements, particularly responding to the need for improved drainage to reduce flooding caused by the blockage of waterways – which has been exacerbated by the ongoing construction of concrete roads.

12. Sustainability strategy

Recognizing the need for planning from the initiation of the programme to ensure the long-term sustainability of its results, an initial list of key sustainability strategies has been developed. These will continue to be refined during the course of the programme's implementation to ensure they remain relevant and strategic. In the final year of the programme, partners will be requested to develop exit strategies that lay out a concrete plan for continuing, handing over or concluding key activities, including guaranteeing their continued financial viability.

Policy development

The programme's emphasis on policy advocacy on labour rights protection, workplace conditions, nutrition and health services, food safety standards and other critical issues faced by migrants will contribute to long-term improvements in policy and legislative frameworks. Through building the capacity of stakeholders, efforts to strengthen key policy instruments will continue after the constituent projects have ended. In particular, advocacy on health and nutrition pursued through the SUN Business Network will persist and civil society organizations, trade unions and peer networks will continue their engagement, benefitting from increased inclusion in the consultative processes of the Government.

In addition to specific policy changes, the aggregate effect of the programme's advocacy and engagement will support broader changes to the public discourse on internal migration within Myanmar as a means of influencing policy and planning. Currently, migrant workers from rural areas are commonly perceived as a disposable source of cheap labour. This has created an environment

which is not conducive to expanded investment in essential training and services for migrants by the Government and private sector stakeholders, even while infrastructural development in peri-urban areas continues to grow rapidly. The programme will seek to change this narrative to increase recognition of the crucial contribution of migrants and advocate for increased investment in their service and training needs to support the long-term socio-economic development of Yangon and communities of origin.

A wide range of research studies and evaluations will be undertaken during the programme to contribute to an expanded knowledge base on internal migrants and the conditions they experience in peri-urban Yangon. The evidence generated and body of lessons learned and good practices identified will provide invaluable information for developing policy on a wide-range of issues effecting migrant workers and their families, that will continue to be utilized after the conclusion of the programme. Collaborating closely with Government to develop, implement and disseminate these knowledge products will help to ensure that the results are integrated into the Government's future plans.

Institutional development

A key aspect of the programme's sustainability will be the institutional development it facilitates through building capacity and local ownership of activities by government agencies, private sector actors, civil society organizations and trade unions. By constructing resilient and collaborative networks among partners, institutionalizing multi-stakeholder dialogue in the policy development process and increasing the quality of support that partners are capable of delivering through training, the impact of the interventions will be galvanized to benefit internal migrant workers far beyond the life of the programme.

Working closely with the private sector to build understanding of the business case for improving working and living conditions, providing for maternity and childcare needs and improving nutrition in the workplace for migrants will change negative business norms in the longer-term. These efforts to establish better practices in factories will create a suite of context specific tools and guidance, providing a model that can continue to be replicated throughout Myanmar after the programme is finished.

The lack of systems for knowledge management among partners, coupled with staff turnover, poses a significant challenge to the sustainability of the capacity improvements achieved. The programme will work to mitigate knowledge management risks through the institutionalization of skills and tools with local organizations rather than individuals. In particular, enhanced competency in critical

project management areas such as communications, monitoring and evaluation, financial management, proposal writing and others will increase the opportunity for local partners to mobilize additional resources to continue their work.

Behavioural change

The programme partners will focus on facilitating the adoption of behaviours that lead to better nutrition outcomes for vulnerable migrants, particularly women of reproductive age, adolescent girls and children within an improved urban food system. This behaviour change will be achieved not only through evidence-based SBCC approaches at the individual and household levels, but also through supporting effective policies and standards to improve access to nutritious foods and health, WASH and nutrition services that help create an enabling environment for positive behaviour change. The programme will build the supply and demand for healthy, safe and diverse foods, including fortified rice, with the intention of increasing consumption by migrant workers and vulnerable populations and their families in peri-urban Yangon. Engagement with private sector producers and industry representatives will expand their focus on the peri-urban/lower-income market. Work with food vendors, factories and regulatory authorities will result in an increased supply of safer and more nutritious foods. The result of this strategy will be sustainable improvements to the urban food system, which will gain momentum and continue to improve nutrition practices in factories and communities long after the programme ends.

To ensure that migrant workers can make informed decisions about migration, and understand how to protect themselves throughout the migration cycle, safe migration information will be provided to change risky behaviours in communities of origin and destination. As migrant workers increasingly have access to smart phone technology, the programme will leverage the development of apps and social media to expand the reach of the information disseminated. Community outreach by trusted local organizations will further increase the uptake of safe migration information, including paralegal assistance on how to lodge complaints for labour rights violations. Through linking the information and services to worker and migrant support centers managed by local civil society and labour organizations, sustainable support will continue to be delivered to internal migrants following the programme's completion.

