

Contracting Authority: Raks Thai Foundation

**Term of Reference (TOR) for  
the Consultancy to develop and conduct a baseline study on the Action  
entitled ‘Securing Migrant Workers’ Rights in Thailand under the BHR  
through Empowerment and Engagement’**

**Under the program title  
“Securing Migrant Workers’ Rights in Thailand under the BHR through  
Empowerment and Engagement  
(MW Rights and BHR)”**

**Finance by  
The European Union, represented by the European Commission**

<b>Requisition number</b>	PG#068/2567
<b>Issued dated</b>	28 March 2024
<b>Purpose</b>	The purpose of this Term of Reference (TOR) is to hire a professional consultant (“consultant”) to develop and conduct a baseline study on the Action entitled ‘Securing Migrant Workers’ Rights in Thailand under the BHR through Empowerment and Engagement’
<b>Program Title</b>	Securing Migrant Workers’ Rights in Thailand under the BHR through Empowerment and Engagement (MW Rights and BHR)
<b>Funding Source</b>	The European Union
<b>Require for competitive bidding</b>	Yes

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## **1. PURPOSE**

The purpose of this Term of Reference (“TOR”) is to hire a professional consultant (“consultant”) to develop and conduct a baseline study on the Action entitled ‘Securing Migrant Workers’ Rights in Thailand under the BHR through Empowerment and Engagement’ (“Action”). Raks Thai Foundation (“Raks Thai”) is responsible for the TOR under the Securing Migrant Workers’ Rights in Thailand under the BHR through Empowerment and Engagement (MW Rights and BHR) project, which is funded by The European Union, represented by the European Commission.

## **2. BACKGROUND**

Thailand currently houses at least 4 million migrant workers from its neighbouring countries, with just over 2.5 million registered (Myanmar 70%, Cambodia 21%, Laos 9%), who are often recruited by labour brokers from vulnerable communities, and engage in “3D” sectors involving dirty, difficult, dangerous works or labour-intensive sectors such as fishing and seafood processing, construction, manufacturing, or agriculture industries. They commonly face unfair treatment, violation of their rights, lack of protection, and challenges in accessing welfare, basic services, and justice.

Raks Thai, HRDF, and MAP have all been providing assistance, protection & empowerment for these migrant workers. With the support from the European Union, represented by the European Commission, Raks Thai, HRDF, and MAP will collaboratively implement the Action entitled ‘Securing Migrant Workers’ Rights in Thailand under the BHR through Empowerment and Engagement’ during 2024-2026. The Action has been designed through a joint workshop in March 2023 between the 3 organizations based on their direct experience working with the workers and the relevant ILO Conventions: C87 & 98 on freedom of association and collective bargaining, P29 on forced labour, C188 on work in fishing, C190 on violence and harassment; and informed by Thailand’s National Action Plan (NAP) on Business and Human Rights (BHR) and the recommendations in the report for Thailand’s Universal Periodic Review (UPR).

The overall objective of the Action is: To respect, protect, and fulfil migrant workers’ labour rights in Thailand. The Specific objective is: Enhanced legal and social frameworks for migrant workers and their dialogue with Thai national and local public and private duty-bearers in Samut Sakhon, Samut Prakan, and Tak provinces. The ultimate goal of the Action is realisation of the rights of migrant workers in Thailand, with 2 key strategies: first focusing on the workers and families themselves, through a) empowering them with knowledge and information regarding their rights and supporting migrant workers’ organizing both formally and informally, at their workplace and in communities, to enable their collective bargaining and negotiation with employers and basic self-protection, while b) maintaining case services and assistance to support the workers facing violation of their rights and challenges in accessing social services and justice. This first strategy mixing protection and empowerment focuses on enabling the migrant workers as rights-holders to exercise their rights. The second strategy is to engage with the government and employers as duty bearers, through a mix of positive engagement and monitoring/watchdog role, to enable them to meet their obligations thus providing facilitating environment for migrant workers to exercise rights.

Thus, to support the implementation of this Action, Raks Thai envision the significance of conducting baseline study to capture the situation of migrant workers as well as related value of Action’s indicators toward the goal and objectives. This TOR thus would like to propose the development of a baseline study focus on the situation of migrant workers (rights holder) situation and awareness on labour rights, perception and current practices of Thai business owners/employers/associations’ (duty-bearers) on the principle of Business and Human Rights (B+HR) and Human Rights Due Diligence (HRDD), as well as the progress of related policy of government agencies. This study targets policy makers, local practitioners, business sectors, and migrant population and is expected to contribute to the future planning and implementation of Action, and other migrant-related policies and practices.

### **3. OBJECTIVES OF THE TOR**

The objective of this TOR is to develop and conduct a baseline study on the Action entitled ‘Securing Migrant Workers’ Rights in Thailand under the BHR through Empowerment and Engagement’ implemented by Raks Thai Foundation, MAP Foundation, and HRDF.

### **4. EXPECTATION**

#### **4.1. Expected output**

Expected output of the TOR is a baseline study that will identify the baseline value of the Action’s objectives, results, and indicators. The objectives and outputs of the Action are included:

- Overall objective: To respect, protect, and fulfil migrant workers’ labour rights in Thailand.
- Specific objective: Enhanced legal and social frameworks for migrant workers and their dialogue with Thai national and local public and private duty-bearers in Samut Sakhon, Samut Prakan, and Tak provinces.
  - Output 1.1: Increased migrant workers’ awareness and access to legal and case management assistance in Samut Sakhon, Samut Prakan, and Tak.
  - Output 1.2: Increased capacities of migrant workers’ CSOs (right-holders) to collectively advocate and negotiate for decent and safe work conditions and social protection in Thailand.
  - Output 1.3: Increased Thai business owners/employers/associations’ (duty-bearers) awareness and capacities to protect workers’ rights, decent and safe work conditions and dialogue with workers’ CSOs in line with the Business and Human Rights (B+HR) and Human Rights Due Diligence (HRDD) approaches in Samut Prakan, Samut Sakhon, Tak, Chiang Mai, and Phuket provinces.
  - Output 1.4: Increased opportunities for dialogue between duty-bearers (Thai central and local governments and business employers/owners) and right-holders (migrants and CSOs) to improve legislation and systems to protect migrant workers’ rights in line with international obligations and standards.

Result of the study must be a representation of the country-wide situation as well as situation in specific implementing areas of the Action, including Samut Prakan, Samut Sakhon, Tak, Chiang Mai, and Phuket provinces. In addition to the overview of Thailand, comparative analysis of differences and similarities between communities located in the implementing areas of the Action is required for comprehensive policy and program response in the future.

#### **4.2. Targeted Beneficiaries**

Targeted beneficiaries of this study will be policy makers and local practitioners who are responsible for a design and implementation of migrant-related policies and programs to promote migrants’ Migrant Workers’ Rights in Thailand under the National Action Plan on Business and Human Rights.

#### **4.3 Level of Communication**

Language used in both research report and presentation should be concise and comprehensible for people with various backgrounds.

### **5. SCOPE OF WORK**

Within the scope of work, the consultant is responsible for undertaking the following steps to complete the expected output:

- 5.1 Design and conduct a baseline study on the Action entitled ‘Securing Migrant Workers’ Rights in Thailand under the BHR through Empowerment and Engagement’ implemented by Raks Thai Foundation, MAP Foundation, and HRDF. The baseline study detailed is as followed;

- The baseline study must identify the baseline value and measurement of the Action's objectives, results, and indicators. The objectives and outputs of the Action are included:
  - Overall objective: To respect, protect, and fulfil migrant workers' labour rights in Thailand.
  - Specific objective: Enhanced legal and social frameworks for migrant workers and their dialogue with Thai national and local public and private duty-bearers in Samut Sakhon, Samut Prakan, and Tak provinces.
    - Output 1.1: Increased migrant workers' awareness and access to legal and case management assistance in Samut Sakhon, Samut Prakan, and Tak.
    - Output 1.2: Increased capacities of migrant workers' CSOs (right-holders) to collectively advocate and negotiate for decent and safe work conditions and social protection in Thailand.
    - Output 1.3: Increased Thai business owners/employers/associations' (duty-bearers) awareness and capacities to protect workers' rights, decent and safe work conditions and dialogue with workers' CSOs in line with the Business and Human Rights (B+HR) and Human Rights Due Diligence (HRDD) approaches in Samut Prakan, Samut Sakhon, Tak, Chiang Mai, and Phuket provinces.
    - Output 1.4: Increased opportunities for dialogue between duty-bearers (Thai central and local governments and business employers/owners) and right-holders (migrants and CSOs) to improve legislation and systems to protect migrant workers' rights in line with international obligations and standards.
  
- Baseline study methodology and data collection plan:
  - Target populations and location selection criteria:
    - Target populations for this research will be:
      - 1) At least 600 migrant workers who are residing in Samut Sakhon, Samut Prakan, and Tak provinces, and
      - 2) At least 25 key informants from public and private duty-bearers, including related government agencies as well as individual business owners/employers or business associations/ private sector groups.
    - Research approach used for this study must be mixed-method/concurrent parallel approach in which quantitative and qualitative methods are simultaneously utilized in the process of data collection as well as data analysis for the purpose of comprehensive data collection and data triangulation. The research design is suggested as follow:
      - 1) Quantitative method to be utilized with target group of migrant populations (at least 600 respondents)
      - 2) Qualitative method to be utilized with target group of key informants from various agencies (at least 25 respondents)
  - Comparative analysis between the results derived from focused geographical areas mentioned above is required
  - Data collection plan and the schedule of fieldwork, specifying how the information will be collected, organized and analyzed according to the information needs specified in this Scope of Work and through consultation with the Raks Thai team
  
- The baseline study plan and methodology must be submitted to Raks Thai in the format of Microsoft Office Word for approval prior the implementation of data collection.
- Detailed Workplan: Including pre-work, pre-analysis plan, survey tool design, testing and coding, training plan, data collection logistics and management plan, data collection debrief, and final deliverables schedule to include dataset, final report in English, presentation with slide deck of final report and summary findings.

- Pre-Analysis plan: Comprehensive sampling note, variables to summarize and levels of disaggregation, analytical approach for analysis, strategy for leveraging baseline data in future analysis (midline or endline)
  - Finalized and tested tools in Thai. Tools must be coded in XLS or CVS file for ODK Collect.
- 5.2 Develop a drafted and final baseline study report in consultation and review with Raks Thai.
- Drafted report must be written in Thai and present to Raks Thai and partners for comments,
  - The full dataset compilation must also be submitted together with the final report in XLS or CSV file (raw, cleans, and analysis).
  - Final report must be written in English and translated to Thai, and submitted to Raks Thai in Microsoft Word Format along with one copy of each language version. The final report should be 30 pages max, excluding annexes, to include sections such as:
    - Executive Summary
    - Introduction
    - Background
    - Methodology
    - Sampling Plan
    - Key Findings/Issues
    - Completed target table incorporate in Logical Framework (Template will be provided by Raks Thai)
    - PowerPoint presentation on summary findings
    - Presentation of findings to program team
- 5.3 The consultant shall work closely with Raks Thai and partners in specifying scope of study, developing a study plan and methodology and data collection tools. Consultation and approval on research plan and data collection tools from Raks Thai team is needed before carrying out research.
- 5.4 The consultant shall strictly follow research ethics and other principles following protection of Intellectual Property and Personal Data Protection Act. B.E. 2562. The consultant must take legal responsibility for any breach of laws identified as a part of this consultancy services.

## 6. DURATION AND DUTY STATION

### 6.1 Duration

The period expected for this consultancy is from 1 June to 31 August 2024, no more than 35 days in total, as detailed below:

No.	Activity Description	# of working days	Timeline											
			June 2024				July 2024				August 2024			
			W1	W2	W3	W4	W1	W2	W3	W4	W1	W2	W3	W4
1	Develop a baseline study plan and methodology	3												
2	Develop data collection tools and consult with Raks Thai team	2												
3	Carry out desk review and field data collection in accordance with the agreed methodology and tools	21												
4	Data Verification and Analysis	2												
5	Report writing	5												
6	Study Findings Presentation	1												

## 6.2 Duty station

All tasks, with an exception for field data collection, can be taken place in Bangkok. Field visit is required as field data collection will be taken place in each identified locations within 6 implementing sites, including Bangkok, Samut Sakhon, Samut Prakarn, Tak, Phuket, and Chiang Mai in accordance with the approved research plan.

## 7. DELIVERABLES

Deliverables expected for this TOR align as follow:

Task	Deliverables	Duration and Due date
1. Develop and present a study plan and methodology to Raks Thai team	1.1 Baseline study plan and Methodology (submitted accordingly to the details specified in 5.1)	7 June 2024
2. Develop and present (or test) data collection tools to Raks Thai team	2.1 Data collection tools (submitted accordingly to the details specified in 5.1)	15 June 2024
3. Carry out desk review and field data collection in accordance with the agreed methodology and tools	3.1 Carry out desk review and data collection in the targeted locations	7 August 2024
4. Conduct data verification and analysis as well as develop a full research report	4.1 First draft of report (interim report may be required on the result of KIIs)	15 August 2024
	4.2 Completed report and the full dataset compilation (submitted accordingly to the details specified in 5.2)	31 August 2024
5. Present summary of findings and recommendations to Raks Thai, HRDF, and MAP	5.1 Presentation of summary of findings and recommendations (onsite/online) and presentation note (submitted accordingly to the details specified in 5.3)	31 August 2024

## 8. PAYMENT AND CONSULTANT FEES

### Consultant fees

Total amount of this contract is THB 350,000. This amount shall include all costs of translation, travel, interpretation expenses related to the TOR assignments, out-of-pocket expenses, and service Taxes/VATs. All the costs are incurred in this TOR will be paid based on actual invoice made by the consultant and the completion of acquired deliverable. Raks Thai will not support for any equipment purchase in this TOR.

This consultant fees will be charged to PN: GRN0135, FC: GRN013505, SA: 05003, BL: 5.4.1.

## **Payment**

The payment will occur in three instalments:

<b>Installments</b>	<b>Conditions</b>	<b>Payment Verification</b>
<b>1<sup>st</sup> instalment</b> , which corresponds to 30% of total amount (THB 105,000)	Within 7 days after the signing of the contract	Contract co-signed by Raks Thai Foundation
<b>2<sup>nd</sup> instalment</b> , which corresponds to 30% of total amount (THB 105,000)	Within 7 days after submission and endorsement of the research plan and method (Deliverable 1.1), and data collection tools (Deliverable 2.1)	The research plan and method (Deliverable 1.1) and data collection tools (Deliverable 2.1)
<b>Final instalment</b> , which corresponds to 40% of total amount (THB 140,000)	Within 7 days after submission and endorsement of study report and full dataset compilation (Deliverable 4.2), and the study findings presentation (Deliverable 5.1)	<ul style="list-style-type: none"><li>• Completed research report and full dataset compilation (Deliverable 4.2)</li><li>• The research findings presentation (Deliverable 5.1)</li></ul>

Remarks: Payment and instalment percentage and period need to be agreed by Raks Thai and the consultant. An instalment payment is subject to satisfactory of the deliverables within the TOR's timeframe and pending review of the deliverables by the Director and designated staff of Program Quality Department of Raks Thai Foundation. Each payment will be made in Thai Baht to the bank account designated by the Consultant or authorized representative of the Consultant.

## **9. RIGHTS AND PROPERTIES**

Raks Thai Foundation own the rights and property for all products, documents and publications under this Term of Reference. Dissemination of the products, documents, materials, publications or any other contents, as well as services owned by Raks Thai are subjected to have a written permission from an authorized person Raks Thai. The sharing, dissemination or make public of the products, documents, materials, publications or any other contents produced under this TOR, without a written permission from an authorized person Raks Thai, and acknowledgement of the European Union is not allowed.

Raks Thai shall not be responsible for any harmless and all claims, liabilities suits, actions (including charges, disbursements and reasonable fee of counsel), processing, damages, expenses and obligations of any kind that be incurred by the Consultant or asserted against the consultant, its officers and employees, by or on behalf of any person on account of, based or resulting from, arising out of (or which may be claimed to arise out of) the acts or omission of the consultant audits agents, employees, research sites, assignees, transferees, delegates, or successors, for which the consultant retains responsibilities.

## **10. QUALIFICATIONS AND REQUIRED DOCUMENTS**

### **Expected qualification and professional experiences**

- Be a natural person or individual associated with academic institute or research company.
- Lead consultant should have PhD or Master's degree in Social Science, International Development, Community Development, or related fields;
- Above 5-year work experience with demonstrate capability in research activities; social studies and community-based programs. Experiences with migrant-related program is an advantage;
- Experience designing and conducting quantitative / qualitative research for policy and practitioners with different background
- Experience conducting field-based data collection with diverse target population preferred
- Excellent knowledge of Thailand migration's situation and migrant worker-related rights and regulations in Thailand is highly desirable
- Excellent knowledge of community-based development preferred
- Advanced level of English and Thai (international consultants should have a Thai translator/partner to work in the TOR);

### **Required documents:**

- Proposal should demonstrate:
  - a. Expression of interest detailing suitability and proven experience of quantitative and qualitative data collection with migrant populations;
  - b. Detailed budget and work-plan, as well as other supporting documents related to the financial request;
  - c. Organization profiles, including name, official address, and legal registration document or ID/Passport with at least 6 months' validity of the consultant;
  - d. Curriculum Vitae (CV) of the Lead consultant and key team members;
- A writing sample of team members' previous works and/or experiences of no more than 5 pages related to international migration and health.

All required documents must be submitted to Raks Thai contact person via e-mail or courier.

Remark: Raks Thai will invite the short-list applications for presentation within 7 days after the due date of proposal submission.

## **11. KEY CONTACT PERSON**

### **Place for document submission**

All required documents must be email to Raks Thai Foundation contact persons no later than **13 May 2024 by 17.00 EST.**

Submission of all documents is by e-mail to:

Name: Ms. Pawida Wunbunsiri

Title: Procurement Manager, Finance and Administrative Department, Raks Thai Foundation

Email: [pawida@raksthai.org](mailto:pawida@raksthai.org)

Address: 185 Pradipat Soi 6, Phayathai, Phayathai, Bangkok 10400

Mobile no.: 090-417-8889

And email copy to primary contact as follow:

**Primary Contacts (for coordination)**

Name: Mr. Wasurat Homsud  
Title: Program Manager – Migrant of Program Quality Department, Raks Thai Foundation  
Email: [wasurat@raksthai.org](mailto:wasurat@raksthai.org)  
Address: 185 Pradipat Soi 6, Phayathai, Phayathai, Bangkok 10400  
Mobile no.: 089-800-0600

Name: Ms. Jomtien Jansomrag  
Title: Program Officer of Program Quality Department, Raks Thai Foundation  
Email: [jomtien@raksthai.org](mailto:jomtien@raksthai.org)  
Address: 185 Pradipat Soi 6, Phayathai, Phayathai, Bangkok 10400  
Mobile no.: 061-826-2119

For inquiries on the TOR, please also contact Ms. Jomtien Jansomrag via Email: [jomtien@raksthai.org](mailto:jomtien@raksthai.org)

**12. APPENDIX**

All appendixes shall provide to the Consultant in form of soft files by email

Appendix 1: Logical framework and Activity matrix of the Action.

Appendix 2: Table for suggest target group for data collection (both Quantitative and Qualitative)

## Appendix 1: Logical framework and Activity matrix of the Action.

<b>Results</b>	<b>Results chain</b>	<b>Indicator</b>	<b>Baseline (value &amp; reference year)</b>	<b>Target (value &amp; reference year)</b>	<b>Current value* (reference year) (* to be included in interim and final reports)</b>	<b>Sources of data</b>	<b>Assumptions</b>
<b>Impact (Overall objective)</b>	<b>OO:</b> To respect, protect, and fulfil migrant workers' labour rights in Thailand.	<b>1:</b> Level of Thailand's compliance with labour rights (freedom of association and collective bargaining) (by gender and migrant provisions) SDG 8.8.2	To be defined during inception (2023)	To be defined during inception. (2026)		ILO textual sources	<i>Not applicable</i>
		<b>2:</b> Status of ratification by Thailand of ILO's Conventions: C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	Not ratified (2023)	Ratified (2026)		Thai's Royal Gazette.	
		<b>3:</b> Percentage of Thai companies in migrant worker-intensive industries with plans or policies on BHR. <i>Disaggregated by work sector, location.</i>	TBD by baseline (2023)	20% (2026)		Baseline and endline surveys.	
<b>Outcome (s) (Specific objective(s))</b>	<b>SO:</b> Enhanced legal and social frameworks for migrant workers and their dialogue with Thai national and local public and private duty-bearers in Samut Sakhon, Samut Prakan, and Ta provinces.	<b>1.1:</b> Number of migration management strategies or policies <sup>1</sup> (a) developed/revised, or (b) under implementation with EU support. GERF 2.21. <i>Disaggregated by strategy/policy, a/b, private-public location.</i>	0 (2023)	TBD (2026)		Draft documents (a) or progress reports (b).	Central and local governments continue to be responsive to migrant workers' rights and are involved in the legislative and operational amendments in line with international standards.
		<b>1.2:</b> Number of CSOs and migrant groups' policy and operational recommendations adopted by private and public duty-bearers on 1) Workmen's Compensation Fund (WCF), and 2) Social Security Fund (SSF), 3) freedom of association, and 4) fair and safe recruitment and registration of migrant workers.	0 (2023)	TBD (2026)		IP's assessments.	Business owners/employers continue to support improving migrant workers' conditions and understand the benefits for all.

<sup>1</sup> Migration strategies-policies include those from both public administrations (freedom of association, Workmen's Compensation Fund, Social Security Fund, fair and safe recruitment as well as private (business owners/employers and associations) policies or practices with regards to workers' rights, workplace health and safety, good working conditions, and decent work

		<i>Disaggregated by recommendation type, private/public duty-bearer, level.</i>					Thai authorities further recognise organised migrant worker groups who are competent to uphold their rights.
		<b>1.3:</b> % of worker leaders who report high/very-high advance in their engagement with business owners or government agencies. <i>Disaggregated by sex, location.</i>	% TBD (2023)	50% (50% women) (2026)	---	Periodic surveys.	The international community continue to be engaged in advancing socioeconomic human rights for all in Thailand. The effects of external shocks such as new pandemics, economic recession, migrant-based and gender-based violence, climate change and natural disasters are neutral for improving the rights of migrant workers in Thailand.
Outputs	<b>Output 1.1:</b> Increased migrant workers' awareness and access to legal and case management assistance in Samut Sakhon, Samut Prakan, and Ta.	<b>1.1.1:</b> Number of migrant workers mapped and reached out to raise awareness of their rights. <i>Disaggregated by nationality, sex, age, location.</i>	0 (2023)	8.600 TBD (2026)		Activity reports.	Government agencies and their officials increase their awareness that workers' rights must be protected, see their benefits, and continue to participate in the intervention.
		<b>1.1.2:</b> Number of migrants workers protected or assisted (case management) with EU support. GERF 2.20. <i>Disaggregated by type of case, nationality, sex, age, location.</i>	0 (2023)	1.080 TBD (2026)		Case management data.	Migrant worker groups and leaders are interested, available and feel safe enough to participate in the project and run their own activities.
		<b>1.1.3:</b> Number of migrant workers directly benefiting from legal aid interventions supported by the EU. GERF 2.25 <i>Disaggregated by nationality, sex, age, location.</i>	0 (2023)	1.740 TBD (2026)		Legal documentation.	
	<b>Output 1.2:</b> Increased capacities of migrant workers' CSOs ( <i>right-holders</i> ) to collectively advocate and negotiate for decent and safe work conditions and social protection in Thailand.	<b>1.2.1:</b> Number of new or existing functional (regular structure and actions taken) migrant worker <b>groups</b> ( <i>50% women</i> ) strengthened by the intervention. <i>Disaggregated by work sector, location.</i>	TBD by baseline (2023)	6 (2026)		Migrant worker groups' activity reports.	The general political atmosphere, as well as the government and employers, allow workers to organise and run their activities.
		<b>1.2.2:</b> Number of migrant worker <b>leaders</b> trained/mentored who demonstrate good/high knowledge on labour rights, collectively bargain, negotiating and advocacy. <i>Disaggregated by sex, work sector, location.</i>	TBD by baseline (2023)	194 ( <i>50% women</i> ) (2026)		Training pre- and post- tests.	Business owners/employers are open to worker leaders' and worker groups' organising and engagement efforts.
		<b>1.2.3:</b> % migrant worker <b>leaders</b> ( <i>50% women</i> ) who manifest <i>high</i> (4)/ <i>very high</i> (5) confidence ( <i>scale 0-5</i> ) to organize themselves and negotiate with employers. <i>Disaggregated by sex, work sector, location.</i>	% TBD by baseline (2023)	70% (2026)		Periodic surveys.	Government agencies and their officials increase their awareness that workers' rights must be protected, see their benefits, and continue to participate in the intervention.
		<b>1.2.4:</b> Status of implementation of the subgrants (FSTP) to migrant worker groups for their association, planification and action. <i>Disaggregated by group, work sector, location.</i>	Not awarded (2023)	Fully implemented (2026)		SubGrants reports.	Migrant workers and employers/business owners participate and own the process by providing their perspectives to

		<b>1.2.5:</b> Number of grassroots civil society organisations (migrant worker groups) benefitting from EU support. GERF 2.28. <i>Disaggregated by group, work sector, location.</i>	0 (2023)	6 (2026)		Subgrants contracts.	support the formulation of recommendations.
<b>Output 1.3:</b> Increased Thai business owners/employers/associations' (duty-bearers) awareness and capacities to protect workers' rights, decent and safe work conditions and dialogue with workers' CSOs in line with the Business and Human Rights (B+HR) and Human Rights Due Diligence (HRDD) approaches in Samut Prakan, Samut Sakhon, Chiang Mai, and Phuket provinces.	<b>1.3.1:</b> Number of business owners/employers and business associations who adhere to the intervention's B+HR and HRDD strategy. <i>Disaggregated by work sector, location.</i>	0 (2023)	TBD by baseline. (2026).		Adhesion documents.		
	<b>1.3.2:</b> Number of business and business associations leaders trained who demonstrate good/high knowledge on good business principles, occupational safety and health, workmen's compensation fund, labour documents, and work place VAW and harassment. <i>Disaggregated by sex, age. work sector, location.</i>	TBD by baseline (2023)	90 (2026)		Training pre- and post- tests.		
<b>Output 1.4:</b> Increased opportunities for dialogue between duty-bearers (Thai central and local governments and business employers/owners) and right-holders (migrants and CSOs) to improve legislation and systems to protect migrant workers' rights in line with international	<b>1.4.1:</b> Number of state institutions and non-state actors supported by the intervention on border management, migration, protection of civilian population and human rights ( <u>All Outputs</u> ). GERF 2.23. <i>Disaggregated by province, institution/NS.</i>	To be defined during inception (2024)	To be defined during inception (2026)		Progress reports.		
	<b>1.4.2:</b> Number of cases managed by the intervention with law enforcement institutions to solve local labour disputes with migrant workers. <i>Disaggregated by case, work sector, location.</i>	0 (2023)	TBD (2026)		Case documentation.		
	<b>1.4.3:</b> Number of policy and operational recommendations made by CSOs and migrants' groups with the intervention's support with regard to: 1) Workmen's Compensation Fund (WCF), and 2) Social Security Fund (SSF), 3) freedom of association, and 4) fair and safe recruitment and registration of migrant workers.	0 (2023)	TBD (2026)		Implementing Partner's assessment.		

	obligations and standards.	<i>Disaggregated by recommendation type, level.</i>					
		<b>1.4.4:</b> % of business and business associations and work migrant groups who manifest <i>high (4)/very high (5)</i> satisfaction ( <i>scale 0-5</i> ) with their participation in the Thailand's National Action Plan (NAP) under the UN Business and Human Rights platform supported by the intervention. <i>Disaggregated by work sector, location.</i>	0 % (2023)	TBD by baseline. (2026).		Periodic surveys.	

## Activity Matrix

<b>Output 1.1 activities:</b>	<b>Means</b>	<b>Assumptions</b>
<p>1.11 Outreach through direct visits and media to migrant workers' communities and workplaces</p> <p>1.1.2 Case counselling &amp; case management</p> <p>1.1.3 Legal assistance to workers</p> <p><b>Output 1.2 activities:</b></p> <p>1.2.1 Capacity building training for migrant worker leaders</p> <p>1.2.2 Networking and exchange of migrant worker groups</p> <p>1.2.3 Project team exchange on migrant worker case services and organization promotion</p> <p>1.2.4 Sub-granting to organizations of migrant workers and worker leaders</p> <p><b>Output 1.3 activities:</b></p> <p>1.3.1 Meeting with business owners/employers and business associations</p> <p>1.3.2 Training and workshops with employers and relevant stakeholders</p> <p>1.3.3 Production of tools and information kits for employers and other stakeholders</p> <p><b>Output 1.4 activities:</b></p> <p>1.4.1 Case data collection &amp; analysis to support policy and legal advocacy</p> <p>1.4.2 Advocacy for removal of the legal ban on migrant workers' unions and signing of relevant ILO Conventions</p> <p>1.4.3 Engagement with local officials for law enforcement to respect and protect migrant workers' rights</p> <p>1.4.4 Organizing advocacy &amp; solidarity public events</p> <p>1.4.5 Stakeholders meetings (businesses, government agencies, CSOs and workers)</p>	<p>The main resources purchased for the project will be: office and computer equipment and supplies (3 laptops, 1 multi-function printer, and 1 set of office desk and chair) for effective project implementation and M&amp;E. Raks Thai Foundation, HRDF and MAP will mainly use their existing resources for the implementation of the project, such as offices, computer equipment and vehicles, with running and maintenance costs covered by the project budget. 15 Personnel (6 RTF staff, 6 MAP staff &amp; 3 HRDF staff) will be involved over the three years of the project.</p> <p>The main means for activity delivery include: legal expertise (lawyer), language expertise (translation &amp; interpretation), outreach &amp; visits, counselling, experience sharing and knowledge exchange, networking, capacity building, meetings, trainings, workshops, sub-granting, private sector engagement (PSE), stakeholder engagement, convening of multi-stakeholder space, production of tools &amp; info kits, government / policy advocacy, data collection and evidence building, and event organization.</p>	<p>The different sector players are willing to come to the same table for discussion, consultation and potential collaboration.</p> <p>The general climate of the Thai society still permits activities of CSOs and NGOs, public events and gatherings in light of ongoing political transition / uncertainty.</p> <p>Availability and accessibility of relevant information sources, target groups and stakeholders.</p> <p>Key stakeholders such as the migrant workers and the employers / business owners are accessible and willing to provide their perspectives and information to support formulation of recommendations.</p> <p>Business owners/employers are open to engaging with the project.</p>

**Appendix 2: Table for suggest target group for data collection (both Quantitative and Qualitative)**

**2.1 Target for data collection: Quantitative (Survey)**

No	Province	# of target population
1	Samut Sakhon	200
2	Samut Prakarn	200
3	Tak - Maesod	200
<b>Total</b>		<b>600</b>

**2.2 Target for data collection: Qualitative (Key Informant Interview: KII)**

At least 25 KIIs from the suggest list by province below;

Type of KII	Bangkok	Samut Sakhon	Samut Prakarn	Tak	Chiang Mai	Phuket
Government 1	Ministry of Justice	Office of Justice Samut Sakhon	Office of Justice Samut Prakarn	Office of Justice Tak	Office of Justice Chiang Mai	Office of Justice Phuket
Government 2	Ministry of Labour	Provincial Labour Office Samut Sakhon	Provincial Labour Office Samut Prakarn	Provincial Labour Office Tak	Provincial Labour Office Chiang Mai	Provincial Labour Office Phuket
Government 3	Ministry of Commerce	Samut Sakhon Strategy and Information for Provincial Development Unit, Samut Sakhon Provincial Office	Samut Prakarn Strategy and Information for Provincial Development Unit, Samut Prakarn Provincial Office	Tak Strategy and Information for Provincial Development Unit, Tak Provincial Office	Chiang Mai Strategy and Information for Provincial Development Unit, Chiang Mia Provincial Office	Phuket Strategy and Information for Provincial Development Unit, Phuket Provincial Office

<b>Type of KII</b>	<b>Bangkok</b>	<b>Samut Sakhon</b>	<b>Samut Prakarn</b>	<b>Tak</b>	<b>Chiang Mai</b>	<b>Phuket</b>
Private sector 1	The Stock Exchange of Thailand" (SET)	The Federation of Thai Industries, Samut Sakhon	The Federation of Thai Industries, Samut Prakarn	The Federation of Thai Industries, Tak	The Federation of Thai Industries, Chiangmai	The Federation of Thai Industries, Phuket
Private sector 2	Intertek Auditing	Asian Alliance International Public Company Limited	Employers' Confederation of Thailand	The Federation of Thai Industries, Mae Sod	Business owner in coffee plantaton	Phuket Chamber of Commerce
Private sector 3	Thai Tuna Industry Association	Thai Union Group Public Company Limited	Surapon Foods Public Company Limited		Business owner in potato plantaton	Phuket Construction Business Association
Private sector 4	Thai Frozen Foods Association		Southeast Asian Packaging and Canning Company Limited			