



2022

ANNUAL REPORT



MAP FOUNDATION



NO HUMAN BEING IS ILLEGAL



VISION

Migrant worker community and ethnic groups from Myanmar (Burma) access rights and services equally without discrimination and have a decent quality of life.

MISSION

- 1** Ensure that migrant communities can create and access information and services.
- 2** Eliminate exploitation of workers, in all sectors.
- 3** Improve the mental, physical and social well-being of migrant communities.
- 4** Increase spaces for migrant participation in advocacy and policy making to facilitate migrant communities to have confidence and competence.
- 5** Create space for migrant women to exercise their rights and fulfill their potential.
- 6** Promote the right of migrant workers to form their own associations/unions.
- 7** Eliminate all forms of discrimination.

Situation

In 2022, the COVID situation eased, but conflict in Myanmar escalated. While the urgency of COVID prevention diminished, there were still outbreaks affecting workplaces, like the one that supposedly started in the wet market in Chiang Mai, and there were periodic outbreaks in factories in Mae Sot area. The economic situation was starting to finally improve, and businesses were starting to hire again. Yet, many employers were still hurting financially. So, it was still common that migrants would suffer the brunt of the employer's discrimination, with extra hours worked without OT, or accepting work below the minimum wage because "there are many others who want a job." Many places that did not support their workers during the pandemic and instead let them go, usually without severance, found it hard to rehire people, and labour shortages were felt.

Official cross-border recruitment resumed, finally, via the MOU, albeit at a trickle compared to what was needed. Yet, the border crossing points in the North of Thailand did not officially reopen again until near the end of the year, and the border remained heavily patrolled as the security emphasis turned from a COVID crisis to a political crisis in Myanmar. Numerous road accidents were reported related to the smuggling of migrants, with migrants claiming to have paid upwards of 15,000 Baht per person. Numerous migrants died and were gravely injured without compensation when vehicles tried to outrun police checkpoints.

The Thai Government passed a couple of Cabinet Resolutions to assist migrants who were stuck in the country due to COVID and then the coup. There was the extension of a deadline for those in the country whose documents were expired or who had lost their registration status. There was an extension of renewal for those under the MOU; and the government opened what was apparently a form of amnesty for migrants who were already in the country, but had no documents. For those whose documents expired, it was a way of allowing skilled workers to remain in the country as a labour pool for immediate hiring. Some of these workers had lost their status as a result of their employer closing down or laying people off due to the COVID economy, or as a result of visas or passports expiring and being unable to renew them. The open registration was a quiet nod to the worsening situation in Myanmar, but was not intended to encourage migrants to enter the county freely as there was still arrest, detention and even deportations still going on.

As the Myanmar government was facing resistance from its population for the coup d'état it staged in February 2021, embassies and consulates suffered neglect. An outcome of this was a backlog in the processing of Certificates of Identification (CI) and a total stoppage of processing passports. It is unclear if this was intentional or just a result of the situation in Myanmar and the military government's dysfunction. However, the impact was that migrants' ability to renew documents was stalled. Lines were long, and it seemed impossible to get a que for passport renewal or other documents. This may have also been a result of the backlog caused by COVID stoppages. Unfortunately, the slowdown in document renewal meant that renewing work permits and visas in Thailand was also slowed. Of course, it was migrants who suffered - having to pay exorbitant overstay fees to immigration (reaching up to 20,000 THB), even though the situation was completely out of their control. Adding to the uncertainty migrants faced, some of the appointments for renewal of CI and passports extended beyond the deadline of the next registration, meaning they would miss that opportunity as well.

Aspects of the Thai registration process were also too complicated, including the uploading of a name list online with photos. The difficulty and complexity of registration meant that many employers and migrants hired brokers at extra and exorbitant prices. The expense of the registration was already beyond most migrants' means, at an average of 8,500 THB per person, but then with the added expense of brokers or those who assist in registering, the price increased between 10-17,000 THB, with the average cost being 12,500 THB. The additional expense, on top of already having depleted savings to survive COVID meant many people have taken out informal loans and gone into debt with high interest rates, with some people taking out loans to pay off other loans. And yet, the Thai government continues to churn out Cabinet Resolutions as short-term responses to managing the migrant situation without concern for the impact it has on migrants' financial and personal well-being.

Labour Rights for All (LRA)



Labour Rights for All (LRA)

As part of our core programming, MAP reached out to migrants in Chiang Mai and Mae Sot areas to increase their knowledge and develop their capacity to navigate registration systems and call for their proper labour rights and social protections. In turn, some were able to save money because they could register themselves and did not have to rely on brokers. Many more migrants stood up to their employers when they realized they were being exploited or taken advantage of.

Chiang Mai activities

Through 35 outreach visits in Chiang Mai, MAP reached 445 migrants (138 men /307 women) and gave them information on: how to renew work permits and Certificate of Identification documents; taught about work contracts, how to change employers, and access social security and health insurance; and updated information about occupational safety and health, and workers' compensation, among others. As a result, some workers went and registered their documents themselves. *"At first, I would hire someone else to do it. But when I know the information, I try to contact myself. I can reduce costs."* (migrant in Chiang Mai)

There was also a concerted effort through 9 mobile POSH (Promoting Occupational Safety and Health) sessions in the migrant community in Chiang Mai to teach workers about the Workers' Compensation fund and how to benefit from it when they have an accident at work, which reached 325 people (219 were women).

Through one-day trainings given nine times over the year – 165 migrants (151 women), many of whom were domestic workers, learned about collectively bargaining and negotiating, extending document validity, changing employers, domestic worker protection policy, occupational safety, worker compensation fund, and first aid for the work site.



From that group, 10 volunteers, all migrant women, assisted in providing information to their peers on their own and with the MAP team. This group of volunteers also provided counselling for a variety of cases, including information on the processing of work permits and passports, and referral to MAP for cases of unpaid work, accidents at work, sexual violence, and being unfairly terminated. They also helped with data collection on the problems migrants face in their local area.

MAP helped the domestic worker group submit a small seed grant to a donor, which was approved for a micro-enterprise project. The group of domestic workers also joined a regional network on-line, with groups from Thailand, Cambodia and Myanmar, as part of an ILO project. The group of domestic workers had to learn how to use Zoom, in order to enable them to join the regional networking meetings.

Another outcome of the domestic worker group was six (6) migrant women leaders emerged who helped lead and organize activities in hard-to-reach migrant communities, in turn, reaching 39 migrants (34 women) with information on Social Security, work permit updates, and gender-based violence.

Four labour exchange meetings took place which were pragmatic trainings, providing skills and information that could be used immediately. There were 48 workers in total, only 2 were men.

One group used the time to prepare for attending labour court for their case of unpaid wages and being unfairly laid off; another group discussed hopes prior to coming to Thailand, problems encountered and how to resolve them; and the domestic workers group met twice to discuss Ministerial Regulations on Domestic Workers Protection and problems that still need to be addressed in order for domestic workers to have access to equal rights with other occupations, and to plan their activities for outreach over the next period.

MAP LRA staff in Chiang Mai broadcast programs on MAP FM99 Radio in Shan language for three hours a week, about labor rights and domestic workers' rights. Contents included updates on the latest documentation process for CI, passport and work permits, workers' compensation fund for injury at the work place, and changing employer. Around 30 workers called in (13m /17w) asking about: how to prepare documents, retirement benefits of social security, call center scams, and other issues.

Via the radio and internet, migrants were able to exchange experience and learn about: what to do when a worker is terminated and not paid proper wages or severance, experience fighting back for unpaid wages and submitting claims, collective bargaining and negotiating for improved working conditions, current ministerial regulations for domestic worker protection versus what protections domestic workers receive in real life, and recommendations on improving the ministerial regulations.

Around 298 migrants (194 women) in Chiang Mai requested labour rights advice and counselling via Line and Facebook. Questions ranged from: Visa extension process, passport renewal, obtaining a work permit, how to book a que for pink card appointment, where to vaccinate against COVID-19 and places to test for COVID, accidents at work, employer notify DOE of firing employee but not notify employee, cases of sexual violence, consultation on road accidents and car insurance, asking about social security child allowance, infected with covid and need to quarantine, have child with Thai person and wants to apply for Thai nationality, etc....

MAP also contributed to the report, "Crying out for justice: Wage theft against migrant workers during COVID-19" by undertaking a survey with 52 men and 48 women migrants affected by COVID, looking at the issue of wage theft. Results and report were formulated by the network Migrant Forum in Asia.





Mae Sot cases

In Mae Sot, MAP outreach followed up on a number of cases in the following factories: Royal Knitting / Mae Sot PA / La La Books / Shuang Shoes / Thai TNC / Rosso.

MAP and Labour Law Clinic provided legal counselling to 29 cases with 455 beneficiaries (189 men / 266 women) mostly through the drop-in center in Mae Sot which is operated by AWO (Arakan Workers Organization).

In the Royal Knitting case, the employer disregarded the legal suit, and there were no assets that could be seized. It was determined to file a criminal lawsuit to pressure the employer to pay what is owed. A complimentary strategy was to contact CCC (Clean Clothes Campaign) to conduct an advocacy campaign with the buyer / brand.

The LaLa Books case won a settlement for 1.7 million THB in back pay and other benefits, and the company agreed to pay in instalments of 60,000 THB. The company paid 132,000 THB and then stopped paying. New litigation was submitted in August.

The Rosso factory was a successful strategic case that affirmed that Section 64 (the monthly renewable border pass) cannot be used as a temporary contract for industrial workers, and that this sort of work is considered employment without time limit. Therefore, employers must give advance notice or pays everance pay accordingly. MAP and other organizations can use this case for reference in future cases.

The VK Garment case has been undergoing mediation unsuccessfully. The court case proceeded and a decision was made that workers should only get severance (1 million THB) and not back wages (5 million THB) because of a misguided social audit that was done around the time of the offence, which discounted workers' testimony that they were underpaid in favour of the high-quality fraud committed by the employer. Both sides (employer and workers) appealed the case at the end of the year. In the meantime, MAP is working with an international network to post a case against Tesco in the UK, and promote a campaign to help compensate the workers. The Guardian released a series of news articles at the end of the year causing a stir...including sharing the headline page alongside Argentina winning the World Cup. After the Guardian released articles about VK garment case, Thai police (the TATIP) or anti-trafficking police, took up an investigation and hastily concluded there was no forced labor. This statement was publicly questioned, so the police had to continue their investigation.

- (new case) At Shungle Shoes factory, 31 workers (24m/7w) collectively bargained and submitted a claim to the employer for improved working conditions. The employer agreed to provide increased wages, but capped the limit at the minimum wage, and provided one additional holiday, an additional cleaner, new lights, and allowed an election of a Welfare Committee.

- (new case) At a small house factory, 17 workers (7m, 10w) complained that the employer did not properly pay wages and withheld migrants' documents. The employment office entered the premises to rescue the workers. Through negotiations with the employer, all 65 workers in the factory were given their Burmese ID cards back, and paid back wages of 9,000 THB each person, for a total of 153,000 THB.

- (new case) The factory Cortina Eagle fired two women workers before the probation period of 120 days, but withheld their wages and documents. MAP helped counsel the workers on how to negotiate with the employers. They succeeded and received 9,450 THB between the two of them (split equally) and got their documents back.

- (new case) Thai TNC laid off 3 male workers, supposedly as part of a restructuring. But this was not true as there were 400 employees in total and no one else was laid off; and it seemed like retaliation as they were worker leaders. MAP advised the workers to negotiate and they threatened to file a law suit. The Thai TNC employers capitulated and paid the workers compensation for not providing advance notice, in the amount of 229,827 THB. In that period, under a separate case, another 25 workers (21 women) received 2.36 million THB in compensation from a complaint lodged against TNC Factory through the Labor Relations Committee.

MAP assisted processing claims for twelve other different cases, including unfair termination and workplace accidents, with 68 beneficiaries (47 women) who were assisted in processing complaints, and received 764,872 THB in total.

With support from one of our donors, the Director presented the Kanlayani case in the opening session of the UN Forum on Business and Human Rights in Geneva, as an example of New Frontiers in Access to Remedy.





Chiang Mai cases

MAP assisted four cases in Chiang Mai - two were still in court (unpaid wages of 21 migrants 11m/10w, and compensation for accident at work 1 man), and two other cases were resolved. The cases resolved included unpaid wages compensated to two men and one woman in the amount of 74,495 THB; and unfair dismissal compensated 152,000 THB to four women.

An infirm elderly man was referred to Tachilek, on the other side of the Myanmar border, to our partner organization Mawk Kon for care. The elderly man was referred to MAP by Thai Immigration, demonstrating that the authorities know of MAP's work and can selectively request assistance when the situation is beyond their ability to handle.

MAP also assisted two cases to receive their benefits of "Maternity allowance and child allowance" according to their rights under social security. One of the cases, although successful – as they started receiving payments - still needs to obtain a birth certificate and other documents.

(In process) Another new case is an accident in a warehouse, where a man fractured his ankle but the employer rejected responsibility. Moreover, the employer lacks proper employment documentation, meaning it is a case of an occupational accident with improper documents and no health insurance. First, MAP had to negotiate with the hospital, then the sub-contractor who had hired the man, and the family. Finally, the money for surgery was raised, and now the worker has to recover his health and lost wages.

Through coordination with one of our donors, MAP led a training that was organized in PhangNga for a group of 24 workers (11 m and 13 w) from Tuna paradise factory to educate them about labor rights. A second training was held for most of the members of the same group of workers (18 people, half men half women), from Tuna Paradise factory on the issue of collective bargaining. And a third round of capacity building training was given in July for 17 members (7m / 10w) of the group on activities and theory of body mapping and factory mapping to assess Occupational Safety and Health issues. The leaders from the training decided to form a workers group at the Tuna Paradise factory called "Phang Nga New Generation Light"; and the group started collecting data to support collective bargaining efforts. Under the same project, MAP also conducted training of trainers with 13 field officers (4 m / 9w) from FED (Foundation for Education and Development), on Labour rights and supporting groups to collectively bargain.

Advocacy activities

Migrants represented themselves in advocacy events, making demands of the government to sign ILO Conventions, enforce fair wages for migrants, address conditions of precarious work, adopt a long-range migration policy, adjust social security so migrants are not discriminated against, repeal the Anti-Prostitution act, and improve the ministerial regulation on Domestic Work to better protect domestic workers. Some of the dates observed with advocacy are as follows:

March 8, International Women's Day, was observed at Tha Phae Gate. It was a diminished event because of COVID. The focus was on female workers who are mothers, and how they survived through the COVID-19 pandemic. 120 people attended the event, around half women.

May 1, International Labor Day, activities were organized at Tha Phae Gate calling for fair wages and renewing migrants' documents in a timely and inexpensive fashion. Around 250 people participated, half women.

June 19, International Domestic Workers Day activities were organized at the Holiday Garden Hotel, on the issue of Ministerial Regulation No. 14, and whether "domestic workers can receive equal rights?" The event presented recommendations to improve the ministerial regulations to better protect domestic workers, with 51 migrant participants (4 males, 47 females) and 3,902 views online. (See *cover photo*)

International Decent Work Day was observed on October 9, at Holiday Garden Hotel. A seminar was organized by Northern Labour Network and the Legal Research Development Center Faculty of Law Chiang Mai University. There were 54 participants (of which, 40 were women) including migrants, media, academics, NGOs, and human rights campaigners. The topic discussed was, "The value of humans, the value of work." Workers also performed a brief street drama about "We Want Welfare."

International Migrants Day, 18th December - The event was organized as an open stage at Tha Phae Gate. The theme was "Migrant workers are not other," aimed at humanizing migrants and showing that migration is normal. There were segments where migrants represented themselves, and demands were made of the government to sign ILO Conventions, ensure fair wages for migrants, address conditions



of precarious work, adopt a long-range migration policy, adjust social security so migrants are not discriminated against, and repeal the Anti-Prostitution act. Over 240 people attended (at least 130 women). Video for advocacy: [link](#)

In Mae Sot, the multistakeholder case management committee organized by MAP, which includes government, employers, migrant worker representatives and NGOs, held two meetings to discuss current cases and assist in resolving problems. One of the meetings was a "lessons learned" activity which produced information that can be used as a guide to help facilitate cases with greater success.

In Chiang Mai, on Aug 10, there was a meeting on the "Status of the Migrant Workers Assistance Service Centre in Chiang Mai." This was a forum with the Provincial Employment Office, the Northern Labor Network, and migrant workers. Ways to make the center work more effectively were brainstormed in response to the discussion on what the problems were, such as lacking political will and leadership. Appointing the governor as the president was suggested, as was making a Line group (social media platform) to maintain contact.

In Bangkok, in December, MAP was involved in the "Multi-Stakeholder Workshop on Migrants' Access to Social Security," organized by the Mekong Migration Network (MMN). The workshop was a culmination of a series of activities implemented by MAP over the year, with support by MMN, including 4 focus group discussions, and forums on migrants' access to Social Security (previously mentioned) and related policies including portability.

Rights for All (RFA)

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Women Exchange

This year, 25 migrant Women Exchange (WE) groups in 17 provinces throughout Thailand were active. They conducted Women's Exchange activities (women-only, women-led groups) 67 times with 1,919 participants. The ability of these women groups to meet is part of the empowerment. The women have to negotiate with their husbands and their employers; they have to find a place that will let them have their meeting; then they use the information (that they would otherwise have no access to) in their daily lives. It is a set of challenges for these women to break free of their patriarchy bonds. Just the act of joining these groups is a first, major step towards gender equality. In the women exchange activities, migrant women learned about topics such as women's rights according to CEDAW, domestic violence, labour rights and the law, organizing skills, family planning, SRHR, birth certificates for children, Social Security, well-being, gender perspective and discrimination, and how to address these issues in their own lives.

Training of Trainers (TOT) was conducted with established WE leaders in Phang Nga - in June and August, and another TOT was held in Mae Sai in November. The TOTs aimed to improve women leaders' understanding and ability to share with others. Issues reviewed included the Labor Protection Law, family planning, and the Domestic Violence Law. There were 69 women participants in total. Migrant women leaders became more aware of, and analysed Gender equality issues, and learned basic organizing skills. They were then able to plan and organize women exchange meetings in their area, and facilitate the issue they had just learned about in the TOT. In April 2022, in Chonburi, one of the WE leaders (also a peer leader of FAR) helped her fellow migrant workers to collectively bargain with the factory owner to claim an unpaid bonus for the 320 migrant workers at the factory, which had been paid to the Thai employees but not the migrants. In various locations of the country, at least 21 cases of domestic violence were assisted by leaders of the various WE groups over the year, with an uptick in cases due to the impact of the COVID situation.

Training for young migrant women leaders, ages 18-24, was conducted four times: once in May with the Northern group, again in June and December with the Southern group, and in September in Mae Hong Son. In total, 111 young migrant and refugee women participated. The training used our curriculum on different kinds of power and team building skills. This was the first time Women Exchange trainings were held specifically for young migrant women. An immediate outcome was three young migrant women from the Northern group helped organize and lead women exchange activities in Mae Sot, and one young migrant woman from the Southern group helped lead women exchange activities in Phang Nga.





The 21st Anniversary of the WE GET Together

The 21st Anniversary of the WE Get Together activity was conducted on March 5th and the theme was “End Prejudice - Equality Today.” The theme was meant to highlight the fact that, while migrant women had to stop working due to the impact of COVID-19, migrant women were unable to access assistance from the government or from social security. There were 127 migrant women representatives from Women’s Exchange areas in attendance. Unfortunately, the event was cut short and we were only able to organize the WE Get Together for one day due to our COVID-19 protocols. Participants started testing positive for COVID on the first day (after they had arrived, as they were tested prior to traveling). It was a difficult decision, but we followed the protocols established and shuttled everyone back home or assisted those with symptoms. As a consolation, some women made a video [clip](#) to encourage others and show their solidarity.

The evening of March 8th, International Women’s Day, there was still a public event at Tha Phae gate with more than 100 participants and staff and a handful of WE Get participants. As mentioned under LRA, this IWD was aimed at honouring migrant worker mothers’ resilience during COVID, and had more of a labour rights / migrant rights focus.

In 2022, MAP’s women exchange received international attention as a model of women’s empowerment. MAP Foundation’s Women’s Exchange model was included by the ILO TRIANGLE in ASEAN Project as a case study in their publication, “For women, by women: Guidance and activities for building women migrant workers’ networks.” [link](#)

In April and December of 2022, HI Exchange, which is a group exclusively for HIV+ migrant women that receives support as part of WE, organized meetings in Ranong to discuss domestic violence with 23 participants each time. As an outcome of the group’s development, there is now an HIV+ migrant women’s group in Ranong with a membership of around 25 women, which receives support from a local donor called Marist Asia Foundation. The support, however, is only for monthly nutrition of mother and new born babies and medical fee support – there is no organizational support.

In February, May and September, Gender Based Violence (GBV) network meetings were organized in Mae Sot, and a capacity building on GBV was given in November with 24 migrant women leaders from different areas. Two separate advocacy events were then held for Stop Violence Against Women Day in November by WE leaders in the South, with 154 participants – all women.

Also in November, MAP supported and helped organize the event “Child Friendly Space to End all violence against children and women” – for STOP VAW Day, with the Lanna Network for Child Rights and Raks Dek (TLSDF). There were around 300 participants, mainly women and adolescents, from 37 organizations (government and private). In the event, the groups provided recommendations to the government on needs to access domestic violence services for migrant women, including the need for safe houses for migrant women.

The Women Exchange group also has a Facebook page for its members, with 635 people following. The MAP MIC Facebook pages also posted on GBV, with around 3 posts per month. Facebook posts on MAP’s MIC page about GBV have reached between 3K-4.5K views per time with 873 engagements.

The WE radio program is broadcast Wednesdays each month, from 10:00 – 11:00 a.m., in Shan language over MAP Radio FM99 and its corresponding Facebook Live pages. The program focuses on women’s empowerment and GBV, reaching 1.3K-2.4K each time with around 440 views each time.



In March, MAP held a two-day training on “violence against women and providing assistance to migrant women” for 28 police officers (27m/1w) with representatives from every police station in Chiang Mai Province. The training increased the police officers’ understanding of Violence Against Women (VAW) and improved their ability to refer migrant women experiencing violence to appropriate care and assistance. In May, another training on violence against women and assistance to women migrant workers was conducted by MAP with the Multi-disciplinary team for Chiang Mai (included Chiang Mai Provincial Human Welfare office, Women and children’s provincial shelter, provincial level police, Maharaj Nakhorn Hospital, and CSOs).

A working group on VAW, made up of around 10 organizations, formed in Chiang Mai under an MOU. The group then met and identified bureaucratic and practical issues which constrain or slow reporting and case uptake of VAW against migrant women and children; agreed to do advocacy to promote expedient case management; established a set of Standard Operating Procedures (SOP); and developed an online reporting form. Now a referral mechanism to assist migrant women who experience domestic violence or GBV is established and running in Chiang Mai. This referral system network, comprised of NGOs and government agencies, has already shown improved efficiency in responding to cases by working together. Utilizing the referral system, the MAP team assisted 6 cases of Gender Based Violence in Chiang Mai, of which, three were rape cases, two were unwanted births, and one was domestic violence.

Migrant Youth Empowerment

This project, focused on promoting SRHR among adolescent migrants and youth, aims to develop the capacity of local groups to advocate for SRHR. This year the project conducted a youth camp training on life skills, leadership and SRHR for 35 women and 23 men. In total, 46% of the participants were under age 18. The young people enthusiastically participated in the youth camp, and demonstrated interest by becoming members of the youth leadership project, and by forming new youth groups in the target areas around Mae Sot area.

Direct outreach trainings by MAP staff and a CBO that has been formed under the project, called Together our Hands (TOH), reached a total of 540 migrants (227 m / 313 w - more than half of whom were under the age of 18) with activities, including five Migrant Learning Centres (MLCs) six times. The activities aimed to improve their knowledge about SRHR and adolescent health, sexual harassment, contraception and family planning. At the MLCs, pre-test and post-test scores showed a 30% improvement in understanding each time. As part of the youth-friendly activities, a youth-radio program was broadcast by six youth DJs, 47 times on multiple topics, receiving 535 likes and 226 views.

Individual counselling by MAP staff was provided to 66 migrants (42 women) in Mae Sot. Topics covered included family planning and reproductive health; STI, HIV & AIDS; domestic violence and sexual abuse; depression; and one case of domestic abuse was assisted with referral. Many individuals of varying ages indicated they are suffering mental health problems related to anxiety.

This period there were five parent meetings organized, with 91 total participants, 98% were women / mothers. It was reported that parents who regularly attend meetings are more understanding, have a good relationship with their children, and encourage their children to attend SRHR sessions under the project. They even dare to communicate with their children about reproductive health, which is a breakthrough in this conservative community.

Ten partner CBOs received training by MAP four times — on topics about the nature of adolescence and SRHR (43 participants / 29 women). Partner CBOs then conducted their own activities on SRHR, reaching 155 participants, of which, 93 were female

and forty percent were under the age of 18; and the Muslim community was also reached with activities on adolescent SRHR – another breakthrough.

Advocacy campaigns were also organized in coordination with various networks in the Mae Sot area for: “Stop violence against women and children day” and World AIDS Day (WAD), with the Mae Tao clinic. At one event, there was a turn-out of 100 participants, and at the WAD event, there were 762 people (136 under the age of 18, and 363 were women over the age of 25, with a total 71% being women or girls.) Migrant youth showed their public support for SRHR and preventing HIV, and advocated to the Thai government to support services for migrant youth.

Scholarship Program

Under our scholarship program, MAP provided uniforms for migrant school children attending Thai schools. We supported 300 children at the primary level (k-6), with a slight majority boys (52%) in this age group, and a significant amount in Mae Sot area. There were 124 children at the secondary level (grade 7-12), 54% were girls, with 86% in Mae Sot and the rest in Chiang Mai. There were also 17 in vocational school mixed between Chiang Mai and Mae Sot, and 1 in University in Chiang Mai. In total, MAP has assisted 442 migrant children to continue their education, but it is uncertain how many dropped out due to COVID interruption. It was observed, however, that almost all of the migrant students continued their education from primary to secondary level.



Youth leader training / youth camp had 30 participants, mostly girls in attendance. The topics covered included child rights, being a youth leader, and teamwork... Pre-post tests showed increased understanding / knowledge of child rights. Another outcome was that the youth leaders were able to help communicate to other migrant children and their parents in the community in Burmese language on how to access education, and helped translate for school administrators.

MAP organized a Child Rights training with 93 parents (only 7 were men) of students from three areas - Hua Fai, Tah Aht, and Huay Kaloke. The training taught parents about Child Rights, and covered four core principles of the Convention on the Rights of the Child - the right to survival, the right to protection, the right to development, and the right to participation. Then, MAP organized a training on Positive Discipline with six groups in three areas with 106 mothers.

Parents and teachers became more aware of children's rights and became more supportive of migrant children's efforts by adopting a more positive attitude. Monitoring showed that children were able to provide their inputs to their family, and that parents were able to give positive feedback to their children. This resulted in mothers reporting increased affection from their children, including hugging.

A training was given by MAP on self-help groups with six parent groups, or a total of 89 women. This training came from a training / TOT which MAP had received from KNH, our donor, on savings groups.

As an outcome, six (6) self-help savings groups were established: 3 groups in Huay Kaloke (54 members); 2 groups in Huay Fai (24 members); and one in Tah Aht (11 members). Most groups had collected over 5,000 Baht in dues just in the first year. The members are then able to borrow money from the group to pay for micro-enterprise, and repay with a low interest rate.

MAP also organized trainings on Child Rights, child protection, case management, and risk assessment with 18 teachers (16 women) from Hua Fai, Tah Aht, and Huay Kaloke Schools. The teachers are responsible for children in grades 1-9. The trainings were able to increase teachers' knowledge on child protection and rights as was assessed by pre-post tests, and they were able to assess risks in school and the surrounding area, and develop a plan to address the results of the risk assessment. There were also hybrid meetings with the heads of the three schools, and MAP met with education officers from the Tak Provincial level in order to establish a mutual understanding of migrant children's rights and their ability to participate in schools.



Community Health and Empowerment (CHE)

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STAR 3 Project on HIV and TB and COVID-19

This project was a continuation of the grant under the Global Fund to Fight AIDS, Tuberculosis and Malaria. This past year, MAP team reached 779 migrants (56% women) working in various occupations in 11 districts of Chiang Mai Province with HIV information through outreach, and another 39 migrants (23w) came to the Drop In Center for information.

MAP had to dispel the rumour that HIV was tested to get a work permit, and that if you passed it meant you do not have HIV. The team had to overcome problems with being able to publicly discuss sex and do assessment of risk behaviours publicly, because of limited locations available for activities, and traditional views on appropriateness of talking publicly about sex. So, the team gave out phone numbers, built relationships and invited migrants to join discussions in small groups separated by gender. The team also improved access to migrants through strengthening relations with village headmen, camp leaders and community volunteers, and through mapping exercises. However, sometimes it was hard to find time for activities, because migrants just started returning to work after COVID and were not available because they were working so much. Workers were also very concerned about registration for visa and work permits, and increasingly asked questions about the process of making a pink card. They wanted to exchange information about experiences in getting documented through brokers, so the CHE team brought members of the LRA team to give related information.

The MAP team expanded access to HIV testing services for migrants by employing innovative approaches to encourage HIV testing, such as mobile and rapid HIV testing, and promotion of services at the drop-in centre (DIC). There were also Mobile Voluntary and confidential counselling and testing (VCCT) activities provided in migrant communities. In total, around 188 migrants (88 men, 100 women) received HIV testing, with MAP paying for migrants' transportation to and testing at the hospitals when necessary. Workers tested were from various occupations including factory workers, construction workers, service workers, and others. There were 6 HIV positive results from the mobile VCCT – four men and two women– four immediately started ART, one was elderly and coinfecting with TB, which needed to be treated first. Testing for HIV at karaoke bars was perceived as being pejorative, so that strategy was adjusted to have the women referred to testing. Migrants were also encouraged to test through activities that provided rapid-results testing, including on Valentines Day at the DIC and via mobile clinics. In total, 251 migrants (52% women) received rapid testing using finger prick technology (93), the rapid test at the DIC (59), and oral-fluid test (99). No one was found infected with HIV from rapid testing methods.





To support the community-led approach, five MAP staff passed the “capacity building of civil society organizations volunteers for HIV and STI counselling” course, and will be certified to provide pre-test counselling and administer oral and self-test rapid HIV testing. They will also be certified to inform of negative results. However, according to the law, only a medical technician can inform someone of a positive result. So, even though blood testing can be done using a rapid kit by certified staff, there still needs to be a medical technician to explain positive blood results, impairing the ability to give rapid results.

The MAP team also provided STI testing and treatment to migrants. The team had to overcome obstacles to get undocumented migrants to test for STI and receive treatment. Getting couples to test was even more difficult. In all, around 25 suspected cases were referred for STI testing (around half m/w), with 9 cases found (mostly men) including syphilis.

The team also promoted prevention of HIV, STIs and COVID by distributing 36,500 condoms in three sizes, plus 300 tubes of lubricant and 350 masks through outreach activities, at the DIC, through volunteers, and the mobile clinic. The team was also part of public campaign events in Chiang Mai where they set up booths for World AIDS Day activities at Airport Plaza, and at Tha Phae Gate on International Migrants' Day.

Tuberculosis (TB) prevention activities were implemented at an increased scale, with 6,948 migrants (3,226 m / 3,722 w) receiving TB screening. Fang district had 1,791, or one quarter of those screened; 2,339 workers in construction were screened, which accounted for the occupation with the highest number screened. It was difficult to do “cold” screenings because of COVID disruptions including periods when staff were infected with COVID. So, TB screening was integrated into small group and COVID relief activities, and when mapping exercises were conducted. The team used volunteers in communities, followed up contact tracing such as family relations of TB patients, and set up at the entrance of residence camps for screening. The team in Fang made special arrangements with orange orchard owners to do TB screening.

Mobile X-Ray activities were also organized with local health officials, reaching 146 cases (69 men, 77 women). Six abnormalities (four women) were found during mobile x-ray activities. Through regular screening activities mentioned above, another 170 people with suspected TB symptoms were referred for testing (88 m / 82 w) including household contacts and referrals from the hospital. Of those, 17 TB patients were found (7 male, 8 female, 2 children), of which, some were teenagers, and between the ages of 20-36, and

62 - 74 (one older person co-infected w/ HIV). Some of the younger people were recent arrivals w/out any documents - one person was working in a recycling factory, and 4 others located in Fang... Of these, 16 people started treatment, and one child (2 y.o.) started treatment for latent TB; only five had insurance and proper registration, the others were without health insurance, including the 74 year old woman. MAP assisted with follow-up on contact cases with prophylaxis, including two children. During this period 1 person (woman) finished her TB treatment and was cured.

MAP maintained 10 Migrant Health Volunteers to do surveillance and provide information on COVID in communities. Migrant Health Volunteers reached 590 migrants in the communities with information on COVID and vaccinations through outreach. A total of 42 survival bags were distributed by MAP to individuals and their families infected with COVID and unable to work. ATK testing was also provided to 50 migrants.

MAP's crisis support team assisted migrants suffering from health issues and in need of treatment, hospitalization, or general assistance. The team helped these individuals to navigate the Thai bureaucracy, including having translation assistance. With this assistance, the patients were better able to communicate their problem to health officers, resulting in improved health outcomes. This year, MAP's crisis support team assisted 128 migrants with health issues, including those affected by HIV and TB, those with non-communicable diseases, and common illnesses. The team assisted 47 people who are considered handicapped, and another 21 who either had accidents at work or on the road, or had just given birth. Additionally, 48 dependents of those affected were provided with assistance, since the bread-winner was incapacitated. In total, 134 of those assisted were women, and 110 were men - 89 beneficiaries were undocumented, but 129 did not have any health coverage, and 161 did not have work.



MAP MultiMedia (MMM)

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As a baseline, MAP Radio's main Facebook page has 54K followers and 27K likes; FM 99 Chiang Mai Facebook, in Shan language has 20K followers; and FM 102.5 Mae Sot Facebook, Burmese language has 2.3K followers. The two MAP FM Radio stations and Facebook Live pages recorded an average of 73,428 listeners per month. The majority of listeners, around 61K (or 83%), came from MAP Radio 99FM in Shan language. Another 1,619 listen monthly on average via "on-line" including the app and websites. Around 65% of listeners are estimated to be women, as recorded through call-ins. Increased numbers of listeners reflected changes in registration policies or other related issues, including Certificate of Identification (CI) and passport processing in this period.

MAP Radio maintained up to 110.5 hours broadcasting per week over the two radio stations combined (Mae Sot 55.5 hours, and Chiang Mai up to 55 hours depending on month). Information was given on a variety of topics meant to enable migrants to directly negotiate for their rights, in part by assisting them in navigating migration policies, calling for their labour rights or accessing services for health, education, or gender-based violence. As a community radio station, all DJs are volunteer or MAP staff. Volunteers include other CSOs and community members. They are allowed to choose their topic of interest, with consultation and monitoring by MAP Radio staff.

This year, migrants were kept up to date with important and relevant information on a variety of issues from: COVID19 and free vaccination, updates on opening of CI (Certificate of Identity) centers, the Process of CI extension and related expenses; the Cabinet Resolution to renew work permits; the process of passport renewal at the Myanmar Embassy in Bangkok and Consulate in Chiang Mai; the process of obtaining a MOU passport; reduction of Social Security contribution due to COVID; Child Birth Registration; general information on health; women rights with a focus on stopping violence against women (including contact info for crisis services for victims of GBV); children's rights to education; news in Burma, news in Shan state, including updates on the civil war, and updates on Thai news.





MAP Radio also provided up to date news through links to VOA (Voice of America) and RFA (Radio Free Asia) in Burmese language, pre-recorded programs from BBC media action (Yangon) on migration, and pre-recorded porcasts from Mizzima and an Arakan and Rohingya language presenter from Yangon.

Three capacity building trainings on radio broadcasting were given to the Volunteer DJs - 2 in Mae Sot and 1 in Chiang Mai. There were 40 participants in total (16 men and 24 women). Of these, 50 programs are broadcast by a maximum of 43 DJs - 21 men and 22 women (only 8 DJs are MAP staff). The trainings ensure quality of broadcasts.

There was listener feedback presented through seven Listener Panels, with 127 participants, mostly women (only 13 men). This feedback, along with the addition of two-way communication via Facebook, contributed to improving the quality of our broadcasts and updating content.

MAP Radio continued to broadcast a “Safe Migration” program from Radio Thailand 1476 AM in Shan language every Monday and Tuesday for one hour. The program was also streamed on Radio Thailand’s Facebook page, which MAP Radio also shares through its Facebook pages (MAP Radio and CM Radio), as well as broadcasts on the radio over our Radio station, FM 99 MHz. The average number of viewers on Facebook Live has been between 3.2K and 3.7K views per broadcast.

The newly organized Association of SHAN Press (ASP) organized three meetings, with 19 participants from different Shan language media organizations. The meetings aimed to exchange news in Myanmar and Thailand, and to discuss and plan on how to register as a legal ethnic media organization in Thailand either as a foundation or an association.

MAP’s annual “Migrant Diary” was produced and distributed with a focus on “Ending Violence Against Women.” Around 8,500 pieces were produced and distributed in both Shan and Burmese languages, or around a total of 17,000 booklets in all. Some were sent into Myanmar as was possible.





MAP is increasingly providing information through the “MIC” Facebook Pages in Shan and Burmese with infographics and other media. Posts this year included information about: COVID19 vaccine center that provides free service regardless of documentation status; how to renew visa and work permit, renew passport, and renew CI or MOU passport; information from the Myanmar embassy in Bangkok and Myanmar Consulate in Chiang Mai about the documents that migrants can apply for, and how to get birth registration documents, and documents necessary for applying for driving license.

MICMAPSHAN, the Shan language version of MIC, reached 9,564 people on average each month (highest month average was 17,176), had 6,645 total engagements on average per month, and a total of 974 people shared our post on average each month. MICMAPBURMESE reached an average of 2,743 each month (highest was 5,365), and 1,031 total engagements on average per month, with 114 shares on average each month.

The MIC Facebook pages supported campaigns by MAP, such as: ending gender-based violence; domestic workers’ rights; and provided health updates such as promoting TB mobile clinic, and providing COVID situation and monkeypox updates.

The MIC pages also uploaded informative videos from MAP activities, such as the Social Security benefits workshop, and activities for International Women’s Day. The team produced videos explaining issues such as the Certificate of Identification card registration process, and that it is against the law for employers to withhold workers’ documents. In all, 15 videos were produced and uploaded on topics such as: Certificate of Identification Center in Chiang Mai (30.5K views), update about work permit extension (6K-11K), update on pink card for migrant workers (59K), It is illegal for employers to withhold ID (30K), Interview for International Women’s Day, news of 4 years MOU passport extension, and International Migrants Day letter to the Thai government...



Administrative Support Unit (ASU)



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In February, MAP continued its organizational restructuring series of workshops. This time each team / program worked without their respective coordinator to discuss openly about the way each program functions, looked at how they implement projects, internal mechanisms, and internal controls. Structural and cultural issues were identified, pointing to needed changes. MAP used a participatory process to identify underlying issues that are causing friction in the organization and to discuss these issues openly and in a constructive manner.

This was followed up by a meeting in Mae Sot in August which brought together staff representatives of MAP teams to review the results and summarize. That meeting was followed up by another meeting in September, where the representatives presented the summarized results and there were discussions on the issues raised, namely: CoCo's (Coordinating Committee) decision making process; the grievance mechanism; and Leadership.

At the policy level, the grievance mechanism within the organization for all manners of complaints (from corruption, to harassment, breach of code of conduct, discrimination, etc...) for all levels (staff, and management) was clarified with staff. This gave staff an increased sense of security and empowerment - knowing they have a voice, and by being familiarized with the process of reporting, processing and following up on grievances.

Another participatory, organizational restructuring meeting was organized in October, where the teams came up with their own "dream" structure for the organization. Each program team analysed the strengths and weaknesses of the current organizational structure and came up with their own possible changes. An understanding of the policy making process for the organization was clarified, as was the issue of capacity building. A set of possible organizational structure models were developed, which CoCo will review and combine for feedback in 2023 to continue the process.

MAP had an organizational retreat in December. This year, MAP was able to organize a two-day staff retreat at the ocean (Rayong). The main objective was to build solidarity among all staff as an organization. There were lots of team building games, and also a review of the accomplishments from the year, with a brainstorming on what is needed to accomplish our goals in the year 2023. It was a unique opportunity for the MAP staff to bond and forge unity among staff in the teams and across the organization. Going to the ocean was a bit of a "reward" to staff after having to deal with three difficult years with COVID and related complications.

Organizational policy advancements this year included CoCo finalizing the “Code of Conduct” policy and having it translated into three languages. It was then approved by the Board in a meeting in June, and so is now enacted.

The “Child Protection and safeguarding policy” was also finalized and translated into three languages, but needs to be translated into Shan. It has been approved by the Board in June, and has been enacted. Next step is to promote it publicly. There is already buy-in by the staff, as this policy was developed using a participatory process.

An “Anti-fraud policy” has been drafted in Thai and needs to be translated into Burmese. An important next step is to ensure mutual understanding by the staff, before finalizing and adopting it. The anti-fraud policies and grievance mechanisms will also need to be promoted publicly.

A policy on the Prevention Of Harassment, Exploitation And Abuse (PHEA) has been developed which replaces the original “vulnerable populations” policy. We received technical assistance from a consultant on this and held a participatory workshop with representative staff to build understanding and consensus on the issue and the policy. The policy was developed in English, and now needs to be translated into Thai and reviewed again, but stands as a policy baseline.

MAP now has a raft of new policies aimed at promoting ethical behavior and identifying behaviors that are unacceptable. The policies also establish protocols in handling cases related to such breaches (child protection, conflict of interest, fraud, harassment or abuse...).

In addition to regular monthly management meetings, CoCo held a couple of financial planning meetings at different points in the year. This helped MAP to estimate our budget and needs better, identify shortcomings, and allowed us to adjust in advance. All of this also helped guide new proposals.

A Board meeting was held in June, with a new chairperson selected – an esteemed professor of women’s studies who is involved in the community. With this, as well as a timely annual organizational audit, MAP was able to maintain its organizational responsibilities for remaining properly registered as an NGO.

