



MAP FOUNDATION

NO HUMAM BEING IS ILLEGAL



2023 ANNUAL REPORT

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

The conflict continued and intensified in Myanmar, driving more people to cross the border in search of livelihood and security. People became increasingly desperate to leave Myanmar, and there were numerous reports of migrants resorting to people-smugglers in order to flee their country and enter Thailand. Numerous accidents occurred with overloaded vehicles, oftentimes trying to flee or avoid police roadblocks, resulting in injuries and deaths. People-smugglers have been excessively overcharging people to cross the border surreptitiously, commonly without promise of work. There are reports of tens of thousands of undocumented migrants being pushed back without proper screening.

The government announced two registration windows this year – renewal of those registered in the country whose registration would expire, and renewal of those under the MOU whose registration would expire. While at least 1.92 million were able to register, complications and expenses made at least 550,000 migrants reportedly fall out of the system nationally.

In Chiang Mai, 126,253 migrants were registered, 53% men, and almost 30% registered under the ethnic identification card. In Tak, only 22,342 migrants were registered, 52% women, which is considerably low compared to the estimated numbers and the number registered prior to COVID which was almost 100,000.



Labour Rights for All (LRA)

Mae Sot

Migrant workers in factories in Mae Sot continue to claim their labor rights and improved working conditions through collective bargaining. However, without proper protections, worker leaders often pay the price by bearing the brunt of employer reprisals, such as being fired and blacklisted.

For the first time, a migrant workers group, called the “Migrants Labor Network (Maesot)” with members from six different factories, was formed. This came about without the direct intervention of MAP, and was a result of MAP’s support for the local CBO - Arakan Workers Organization (AWO). This was the first time a workers group has formed in Mae Sot. As migrants are not yet allowed to form their own unions, the formation of a workers’ association could be considered a precursor to organizing, if allowed. It is also the first group to extend to multiple factories in the Mae Sot area, as compared to the usual single factory model. Currently, there are 50 members. The group has established regulations, and in the group’s general meeting in February 2024, will elect the group’s management committee.

Our partner CBO, Arakan Workers Organization, reached around 1,859 migrant workers with labor rights information, of which around 63% were women. Another 499 (70% women), were reached by MAP staff in agriculture areas and factories where MAP is supporting efforts to collectively bargain, including 9 factories: TK Garment factory, CC&C factory, Cortina Progress factory, Hang Thai factory, Dong Tai factory, Thanakrit factory (name of factory manager), Thai Interior Co., Ltd., Yong factory, and ABag factory.

Thirty-six (36) workers (14 men and 22 women) from 6 factories joined a labour exchange activity, which contributed to the formation of a new workers group (as mentioned above); another labour exchange activity with 23 workers (15m / 8w) from four different labor cases. There was a training activity at one factory on “utilizing the justice system” with 44 workers (25m / 19w). A second training, with 25 workers (9m/ 16w), was held on “management of workers group” for the newly formed workers group mentioned above - “Migrants Labor Network (Maesot)”. Now there are fourteen (14) new worker leaders active in Mae Sot area who can collectively bargain and negotiate with employers in two factories (6w/ 8m) from Shungle and ABag factories.

Ninety-eight (98) workers in factories in Mae Sot participated in three separate trainings on “trade ethics and data collection,” and then engaged in data collection activities. They used small group discussion and a factory mapping tool with participation by 155 workers (109 w / 46m) in total. Workers collected data on eleven garment factories in which they work in Mae Sot area. Common problems identified included: labor rights violations such as not being paid the minimum wage, not receiving overtime pay (OT), working on holidays, unpaid sick leave, no vacation days, and no social security enrolment, etc

Twenty-four (24) migrants participated in a training on video / social media production, led by two members of Prachathai news agency. A couple of video clips were made by workers and shown as advocacy at International Migrants’ Day activities.

Through collective bargaining, workers in three factories in Mae Sot, namely ABag Factory Co. (makes bags), Thai TNC Factory Co. (electronics), and Shuangler Shoes Co. (shoes), successfully negotiated a new employment agreement with better working conditions at all three factories. The

workers received the following improvements depending on factory: wages adjusted according to the new minimum wage rate; the conditions of the factory dormitories being improved such as restrooms for workers being renovated, drinking water provided is clean and sufficient, and improvements made to the cooking area.

Through collective bargaining, workers in three factories in Mae Sot. successfully negotiated a new employment agreement with better working conditions at all three factories.

The employers of both the factories ABag and Shungle Shoes (two of the factories just mentioned), after agreeing to the conditions of negotiation, terminated the employment of the leaders who led the negotiations and some members who had signed the petition. This has affected the unity of the remaining workers. The workers who were unfairly terminated, filed a lawsuit with the Labor Relations Board to make the factory reinstate the workers back to their jobs and pay damages. The Labor Relations Committee ordered the workers to be returned to work as before and be paid damages. But the employer did not accept the workers' return, and instead filed a counter lawsuit. The labor court mediated the case until the workers finally had to accept a settlement from the employer in an amount that was less than what they were entitled to receive, and most importantly, had to leave their jobs. This shows that workers are able to reach an agreement on employment conditions at the labor dispute mediation level through collective bargaining, but face the problem that if the employer does not comply with the agreement of the new conditions, officials cannot intervene and enforcement is impotent.





Forty-four (44) workers from the Yong Garment Factory submitted a demand to their employer to change employment conditions. After having prepared demands for negotiations, electing worker representatives, and setting the date for submitting demands, the employer closed down the factory and laid off all the workers. So, they submitted a complaint (Kor Roh 7) to the Tak Provincial Labor Protection and Welfare Office.

Two new alternative and innovative legal approaches are being used to attempt to force employers and buyers to compensate workers who have been exploited in the clothing production supply chain line. This includes filing a criminal case in Thailand against employers (versus the usual track of the labour courts which is civil law), and uptake of the new Due Diligence Human Rights laws in the EU. However, it is uncertain how viable either of these are.

In one of these cases, ten (10) workers at Royal Knitting Factory filed criminal charges against the Japanese owners of the factory as an initial filing of a lawsuit to force the employer to negotiate to pay the workers in another case of unpaid wages. Delays resulted because the defendants did not show up for the hearings, and may have fled the country. An alternative track is being taken with assistance by the international network Clean Clothes Campaign, by looking into the possibility of filing a case with the German courts to test the new due diligence laws that are in place, as the case relates to the supply chain of a buyer company in Germany.

The power of migrant workers coming together to collectively bargain is tangible, as workers demonstrated with their successes in negotiations in Mae Sot. But the legal environment in Thailand, generally, is still inconducive to supporting these outcomes. To change this, advocacy and campaign pressure needs to be aimed at reaching the National level through the Business and Human Rights platform, and to buyers in Western countries through international networks, such as the Clean Clothes Campaign. To this end, in June, MAP presented on a panel at the UN Asia Pacific Forum on Business and Human Rights - about corporate responsibility and the advocacy strategies MAP has used to get brands to pay migrant workers their due compensation when they were cheated making products for global brands in Mae Sot.

Chiang Mai

There was outreach to migrants in dormitories and communities in Chiang Mai 21 times reaching 385 workers (131 m / 254 w) with labour rights information. Outreach activities were in part given by 5 peer educators who are domestic workers and construction workers (2m / 3w). Essential information was provided to migrants on issues regarding documents such as upcoming renewal and social security.

There were trainings two times with the same group of 29 people (7m and 22w) to develop peer leaders. The first round was on data collection skills, the second time was on knowledge and understanding about labour rights. This group of workers is receiving focused training in order to develop them into a workers group in the future. This is two of four of the planned trainings. There were also two labour exchange activities organized in Chiang Mai with workers from a variety of job types, first with 30 participants (6m / 24w); and then 29 participants (9m / 20w).

The exchange is a forum that provides workers an opportunity to discuss problems they are facing, how they deal with their issues, and provide them emotional support to continue the struggle for their rights.



In Chiang Mai, 142 migrants received labour rights consultation (58 m and 84 w). The MAP Chiang Mai team assisted at least 8 separate cases (14 m / 16w total) and another 8 complicated cases: 21 workers (11m/10w) were abandoned without pay by a contractor; there were three occupational accidents, all men - one case received benefits from Social Security. Another case was of inheritance for a deceased family member (2w); a mother who has cancer was assisted to have her child taken care of during treatment (2w); a pregnant woman was fired without severance and had unpaid bills (1w); and another case was about termination without prior notice or severance (1w).

The Domestic Worker Group now has 57 members who join in advocacy activities regularly as well as organize their own activities. The group organized a labour exchange which brought together domestic workers and construction workers (1m / 32w) to discuss issues of labour rights, and compare benefits they receive to what they are entitled to. They also organized trainings on cooking twice (24 w / 4m one time and 17w the second time). The cooking activity aimed to build the confidence and solidarity of the group, and was fun. The activity provided skills that made them more employable and their employers favour them. The domestic workers group also organized a training activity aimed at strengthening bonds among the members with 38 women participants.



The domestic workers group now make a bio-degradable, concentrated, and inexpensive liquid detergent. They came up with a logo and have bottled the products and sold them at advocacy events and to other migrants. The proceeds go into the groups' fund, which can be used to assist members in an emergency through a limited loan with low interest. The group has a simple governance and accountability structure for managing the fund, which is overseen by MAP staff.

The domestic workers group has increased communications to access information, assistance and advice more easily, timely and conveniently, by establishing three social media channels for communicating: a LINE group with 75 members; [Facebook page DW - ရှမ်းဂူဆင်းတိုက်ဒါးဂါးဆင်းတိုက်ဒါးလေး](#) in Shan and Thai with 102 followers; and they just started a Tiktok channel.

Domestic workers in Chiang Mai are becoming organized and demanding their rights publicly. They are demonstrating that they have developed their capacity and are starting to lead on migrant worker rights in the Chiang Mai community. On May Day, eighteen (18) domestic workers joined advocacy activities organized by the Northern Labour Network, marching, setting up a booth, and performing a small street performance piece on solidarity. They sold their laundry and dish washing detergent that they made and earned a small amount for the group.





Advocacy Campaigns

In June, as part of International Domestic Workers Day, representatives of domestic workers, both migrant and Thai domestic workers, including the Women Workers' Network and MAP Foundation, went to submit recommendations to the Chiang Mai Governor's office. The domestic workers group and its recommendations were received by the Provincial Head of the Department of Labour as proxy for the Governor.

Domestic workers in Chiang Mai are becoming organized and demanding their rights publicly.

Campaign activities were also held on "Decent Work Day" on October at Mae Sot in collaboration with network partners in the Mae Sot area, including MAP, HRDF, AWO, and Yong Chi Oo. A main issue raised was that workers are being laid off and blacklisted after collectively bargaining to demand their rights. There was an advocacy documentary shown about migrants in the garment industry, called, "The hidden cost of cloth" (or "the price workers pay - Behind the scenes of fashion: The invisible costs beneath the clothes you wear,") which was produced by Thai PBS, and shows the lives of migrant workers from Myanmar who produce these products, and the hardships they face [Link](#). There was also a special lecture on "The Value of Labor in the World's Society: The Value of Labor in Thai Society," and a forum on, "The value of people working in the Mae Sot special economic area." The activity was attended by approximately 150 workers, NGOs, CBOs, and media, with more than 60 percent women.

On 8 October, the Northern Labor Network organized the campaign for "Decent Work" at the Faculty of Law Chiang Mai University. Twenty (20) representatives of the Domestic Workers Group (19w / 1m) participated. The group set up a booth and sold their dish and laundry detergent to earn proceeds to support their group, and participated in a drama that illustrated inequality in society and the value of laborers.

On 17 December, campaign activities for "International Migrants' Day" were organized by the Northern Labour Network in Chiang Mai, and 39 members of the domestic worker group (all women) participated, again with a booth selling their brand of detergent, and doing a street performance, in addition to the other participants.

Rights for All (RFA)

Women Exchange (Women's Empowerment)

There is a grassroots network of migrant women who are able to claim their own space to discuss and learn about issues of importance to them, and this has made them better informed of their rights and policies, and prepared them with skills to address discrimination, violence and exploitation. This year, the migrant women's movement continued to strengthen itself and prepared the new generation with continued development of young leaders.

The Women's Exchange (WE) project, has been on-going for 22 years now ([Facebook link](#)). The WE program aims to empower migrant women from Myanmar through capacity building of migrant women leaders, with approximately 21 groups active around the country in 17 provinces, mostly along the Thai-Myanmar border, with at least 25 members each group, or approximately 525 active members. These women leaders then organize their own migrant women-only groups to discuss issues of importance such as sexual and reproductive health and rights (SRHR) gender-based violence (GBV) and domestic violence, workers' rights and labor law, family planning and maternity rights, etc.. Every year the leaders come together in Chiang Mai for the WE Get Together, which includes a march for International Women's Day (IWD) and advocacy event.

As a result of the program, migrant women leaders are able to communicate with confidence the knowledge they have gained through Training of Trainers, allowing them to transfer this knowledge to other migrant women in their local area, building their confidence and ability to negotiate in their personal lives. For example, a Training of Trainers (TOT) was organized in Phang Nga to teach about the ILO Convention 190 on "the elimination of violence and harassment in the world of work." There were 37 migrant women representatives from fourteen different areas. These leaders then conducted their own trainings on the same topic in five locations. After the activity on C190, the group in Songkla came together and complained about one of the male workers who was sexually harassing women. The manager took immediate action and fired the perpetrator.



Migrant women leaders are able to help migrant women in their community who experience domestic or gender-based violence.



Migrant women leaders are able to help migrant women in their community who experience domestic or gender-based violence by referring them to services at the local level, and are able to provide psycho-social counselling and case referral and assistance. Another three trainings of trainers (TOT) with 89 representatives from the Women Exchange groups were organized on “six principles for better intervention with sexual and gender-based violence (SGBV) survivors,” including how to provide counselling to survivors. As a result, in the past year, WE leaders in their respective locations provided intensive assistance to 18 individual cases of gender based-violence, including domestic violence and rape cases.

In addition to structured assistance provided to cases of GBV, the migrant women’s network is galvanized against domestic violence and sexual harassment as demonstrated by multiple campaign activities to prevent violence against women. Campaign events were organized on Internationally recognized days that specially focus on women’s needs, such as International Women’s Day, Domestic Workers’ Day, and STOP Violence against Women Day, with eleven WE groups organizing or being part of local campaigns on STOP Violence Against Women in their areas. Five of the groups which had attended the TOT on C190, included that issue into their STOP VAW campaign.

International Women’s Day march and event at Tha Phae gate was held, coinciding with the 22nd annual Women’s Exchange Get Together organized by MAP. The event, with this year’s theme “Women and Mixed Migration,” brought together over 120 migrant women leaders for capacity building, exchange, and rejuvenation. At the march for International Women’s Day (IWD) and advocacy event at Tha Pae gate, the women called on the Thai and Myanmar governments to provide security to all migrant and refugee women in Thailand ([Link](#)). As part of MAP’s advocacy, we also network with women’s networks, including SWAN (Shan Women’s Action Network), the Women’s Burma Union, and KWAT (Kachin Women’s Association of Thailand), among others.

Migrant women leaders are able to communicate to other migrant women about women's issues with confidence, and a generation of new, young leaders is being mentored. A total of 50 migrant women from fourteen areas received capacity building on media and advocacy two times – one on the use of media (social media), and once on storytelling to disseminate information and messages for advocacy. Two groups of young migrant women leaders, in Mae Sot and in PhangNga, 64 in total, received capacity building on women's empowerment and leadership training. They are forming a new generation of Women Exchange leaders, and raising the issue of sexuality in the new era.

Women leaders in Chonburi, Bangkok, Phang Nga and Mae Sot, as well as the Gender Based Violence Coordinating Group in Mae Sot attend a training under MAP's special project focused on developing the capacity of CBOs (detailed at the end). These women's groups successfully submitted proposals for sub-grants to support their local activities and are now running their own activities in addition to WE groups, with a focus on: labor rights (2 groups - Chonburi, Bangkok), migrant women living with HIV (2 groups - Phang Nga and Mae Sot), and GBV (Mae Sot). The two groups of HIV positive migrant women (HI Exchange) have organized themselves to campaign and support each other (in Ranong and PhangNga).

WE also organized a cross-border study trip in Chiang Mai for representatives of three organizations in Myanmar (including Three Good Spoons, a domestic worker group): participants visited six organizations which provide services to migrants including women, children and families, and learned about their work and networked.





Migrant Youth Empowerment

Migrant youth, who participated in our project on youth empowerment, gained confidence and understanding about their bodies and gender, and how to prevent unplanned pregnancy and disease as teenagers. The group have also publicly asserted their needs on SRHR to relevant stakeholders. Migrant youth and adolescents, including those in Migrant Learning Centers, and many who are recent migrants, were exposed to correct SRHR information and were able to discuss gender openly.

There were 8 training sessions with 194 children and youth (116 female and 78 male – with over 90% under the age of 18) where topics about sexuality, reproductive health, and adolescence, such as changes in the body when entering adolescence, sex in adolescence, prevention of pregnancy, were openly taught and discussed. In these trainings young people were exposed to correct SRHR information. They learned about their bodies and how to prevent unplanned pregnancy and disease, especially as a teenager. These children are unable to discuss sex with parents, so they have no access to proper information. There was also a youth camp with 19 male and 11 female young participants to discuss, exchange and learn together in an open environment about gender diversity and LGBTQ issues with some youth who expressed a discord with their biological gender.

Young people were exposed to correct SRHR information. They learned about their bodies and how to prevent unplanned pregnancy and disease, especially as a teenager.



May Day event in Mae Sot, reaching 161 people (109 women) mostly young factory workers. The project youth also organized a campaign to end violence against children and women together with the Gender Based Violence network for STOP VAW Day, where there were 216 participants (186 women and 30 men), but only 12 people were under the age of 18. STOP VAW day aimed to raise awareness to reduce the occurrence of domestic violence in the community.

On World AIDS Day (WAD) there was a public forum, organized in conjunction with a network of organizations working on AIDS, that had 182 participants (122 women and 60 men). People Living with HIV were part of the WAD activity, presenting their personal stories as part of an effort to normalize HIV and treatment. MAP team had a booth to give SRHR information, but found there is still lots of misinformation. Migrant youth continued to broadcast their



own weekly radio program by youth for youth on reproductive health and adolescents on MAP Radio. The number of listeners to the radio program by youth has increased to 400 on Facebook and 60 on the website. Topics touch on sensitive issues about the body, its development, preventing unplanned pregnancy, maintaining the body, and gender-based violence. The local GBVCG network broadcast on the radio 2 times for STOP VAW campaign to educate on the issue of violence against children and women.

Through trainings and advocacy activities, migrant youth and adolescents in Mae Sot have increasingly called for their own SRHR with parents and government stakeholders. Youth organized an advocacy activity “Meeting to listen to problems and policy suggestions from representatives of migrant children and youth regarding adolescent sexual and reproductive health,” in collaboration with Help Without Borders Foundation & Swannamit Foundation. Participants numbered 84 people (49 female and 35 male – 25% were under age of 18) and young people presented their own advocacy issues and recommendations. Mae Sot Hospital could not attend, but the Director of Tak Primary Educational Service Area 2 acknowledged the importance of implementing CSE curriculum in learning centers and agreed to take the suggestions for discussion. Through a series of advocacy trainings, migrant youth and adolescents in Mae Sot area have made a set of policy recommendations to propose making it easier for migrant youth in the area to access their reproductive health rights through government services. There is one proposal to the local Education Office to include a sex education teaching plan in the curriculum of the learning centers in the area of Mae Sot District, Tak Province, and another petition is to propose that hospitals have a youth-friendly service center in communities.

Adolescent migrant youth leaders are able to take friends who are not ready to become pregnant to consult the OSCC Center at the hospital for advice on termination of pregnancy.

Thirty-three (33) women and eleven (11) men over the age of 18 and one under-age girl, received counselling on everything from condom use, HIV and STIs, safe abortion, domestic violence, and family planning methods. One woman was assisted to access PEP for HIV prevention. Individual counselling helps give personalized information - a problem with the counselling is that many people seeking help didn't have SRHR issues, but were suffering from mental health issues due to being forced to migrate from Myanmar and the situation there.

There is a CBO in Mae Sot called Together Our Hands (TOH), which formed under the project and is committed to supporting migrant youth and adolescents with proper SRHR information. Together Our Hands has received training in Mae Sot and was able to give SRHR activities to migrant adolescent in the community six times (141 participants, 82 were adolescents girls and 59 boys), and another two groups with 60 participants over the age of 18 (34 women and 26 men); the group also had 6 planning meetings with 49 participants total, including 4 new members (65% under the age of 18 but only 44% were female). TOH regularly meets to discuss the situation in the community, review materials for activities, and plan activities; and has demonstrated its capacity by planning and giving activities to youth in the community and MLC on issues of SRHR.



Parent meetings were organized with 87 parents (77 women and 10 men) in four communities on child development, life-path activities as relates to sex and sexuality, and how to improve communication with their children. Parents have learned a lot about their children's behaviour that surprised them, but made them glad to have an opportunity to learn in an open environment, which was otherwise not available in the community. Young people and parents still lack knowledge on SRH and contraception, and there is still the occasional incidence of child marriage.

A persistent issue in our program has been getting men to participate in positive discipline trainings and savings groups for their children's development and education. It is always the women, with maybe one or two men only. We are focusing efforts on this in the coming year. The issue of gender identity has also become more prominent in activities with youth, with some admitting that they feel gender discordant with their birth identity.



Education Program

Parents and teachers in Mae Sot area are creating a positive environment that recognizes and supports migrant children’s personal agency. Migrant children continued to work towards completing their education in the Thai system in a meaningful way, supported by an increasingly positive environment, which includes parents in savings groups making commitments to children’s education, rights and protection.

MAP has assisted 442 migrant children to continue their education through direct, but minor, assistance: 300 children at the primary level (k-6), with a slight majority boys (52%); 124 children at the secondary level (grade 7-12), 54% were girls, with 86% in Mae Sot; 17 in vocational school mixed between Chiang Mai and Mae Sot, and 1 in University in Chiang Mai.

There were 106 mothers in three groups that participated in activities to learn about children's rights and raising children using positive discipline. Migrant parents in Mae Sot are using positive discipline and giving their children the opportunity to express themselves openly, are listening to what their children have to say, and are showing affection for their children (at least the women are) by hugging, and complimenting them, and letting their children make decisions about their own education. Additionally, around 30 children learned about child rights, leadership, and planned their education at youth leader camp.

87 parents of children in three communities in Mae Sot district, namely, Bahn Hua Fai, Bahn Tha Ard, and Bahn Huay Kalok, were able to form 6 self-help groups to save money for their children’s education. The 6 groups meet every month to save money, by paying dues of 50-100 baht each month per person, depending on the group, and are eligible to take a limited loan at 5% interest.

MAP signed a MOU with the Tak Primary Educational Service Area Office 2 for Mae Sot with three schools (Bahn Hua Fai, Bahn Tha Ard, and Bahn Huay Kalok) on “Empowering positive communication and giving advice to children” to promote safe school standards, child protection, and facilitate child case management for migrant children through a multidisciplinary team. As a result, a knowledge exchange activity was given on children's rights & child protection, Case Management, counselling skills, and positive communication with 18 teacher peer-leaders from 3 schools. The teachers increased their knowledge on child protection and rights, are able to assess risks in schools and the surrounding areas, and develop a plan to address these risks. Another outcome is that the schools created a child protection case management committee.

Community Health and Empowerment (CHE)



Community Health and Empowerment

The MAP Community Health and Empowerment (CHE) team, in cooperation with public health officials, including the Communicable Disease Prevention Department of the Ministry of Health, have continued to be vigilant in proactively preventing the spread of HIV and TB. We have used two main strategies, including: active screening, testing and treatment; and reaching the most vulnerable populations, such as undocumented migrants and those working in remote locations, by providing mobile HIV screening and testing services including oral testing, and by accommodating needs for transportation to access services.

By liaising with camp leaders and local leaders through small group activities and mobile clinics for migrant workers who have limited mobility, HIV outreach activities were able to reach 894 migrants (467 women) working in factories, construction, service, as general labourers and sex workers. MAP staff have also created a network of volunteers in the migrant worker community to help organize educational activities about HIV and AIDS and sexually transmitted diseases.

Of those reached, 302 tested for HIV (156 women) with 28 utilizing mobile testing in the city and 51 in Fang using oral fluid and verbal screening; 245 came through mobile clinic and oral fluid test, and 27 were referred to the Drop-in Center (DIC). Of those tested, 6 positive results were found in total (4 men) and all started ART, but 3 did not have documents or insurance, and another bought insurance and was waiting for it to activate to start treatment. MAP helped undocumented migrants purchase insurance to receive continuous treatment and referred them to Nakhornping Hospital.

A total of 42 people tested for STIs (29 women), and there were 11 cases of STIs, 8 were women - all were treated, most were undocumented.

Migrants without proper documents were afraid of traveling outside of their area for fear of arrest. Others had work hours that conflicted with service hours. In order to provide migrants with HIV testing and treatment services, arrangements were made with MAP staff and health officials to provide transportation or give mobile services to accommodate these hard-to-reach groups. Similarly, it takes extra effort to assist recently arrived migrants with HIV who are undocumented. There has been regular advocacy efforts to get these people accepted under the National treatment program for humanitarian reasons.



Arrangements were made with MAP staff and health officials to provide transportation or give mobile services to accommodate these hard-to-reach groups

TB screening utilized new strategies to identify potential patients using contact tracing which was facilitated by linkages with the local hospitals as well as mobile x-ray machines. This was further facilitated by building contact with employers to allow access to workers' camps accompanied by health workers. MAP also made arrangements with hospitals to assist in providing TB services to migrants to encourage migrants to undergo proper TB testing and treatment. Services included interpretation, transportation, and payment of exam expenses and food.

Over the past year, 8,655 cases were screened for TB (4,893 women), around half of which are in the Mueang District (Chiang Mai City), and 2,080 in Fang (near the border); half work in construction; 209 were sent on for further testing (57% women); 24 cases were positive (11 women) and 16 of which were in Fang; 22 started treatment, eighteen (18) of which had no health insurance; another 31 were found with latent TB and were given prophylaxis.



MAP MultiMedia (MMM)



MAP MultiMedia

Through the convenience of the internet and radio, MAP Radio makes migrants aware of essential information on labor and various other rights, and provides updates on policies that affect them, especially information regarding the passport and work permit renewal process, among numerous issues - in their own language.

Partly because the demographic of migrant women has greater access to cell phones and the time availability to call, last year, the number of call-ins to our radio stations by women was higher than men, with women callers (4,668) accounting for 70% out of the total of 6,604 call-ins.

On average there were about 19,158 listeners per month (averaging listeners from all shows per month), with an average total of 99,500 listeners each month (which is averaging the total number of times each show is listened to each month.)

MAP Radio Facebook now has 59K followers, while the individual Facebook page for the Chiang Mai FM 99 station now has 20K followers, and Mae Sot FM 102.5 has 3.3K followers. The following is a breakdown of listener records:

- ① Average of 19,158 listeners per month (average of listeners from all shows per month)
- ② Total average of 93,591 Facebook live views per month (average of total number of listeners per month)
- ③ Average of 2,841 listeners via the internet directly, such as apps or websites.
- ④ Average of 3,070 listeners per month via FM radio, both stations combined, as gauged by an average of 614 call-ins per month.
- ⑤ One video explaining the latest cabinet resolution reached 137,954 views; a translated announcement of reduced visa fee reached 36,169; and other various announcements averaged between 7K-19K.

Due to the military coup and conflict in Myanmar and in Shan State, many people fled to Thailand to seek safety. Information regarding passport and work permit renewal process has been crucial, so broadcasts and postings about these issues drew numerous listeners.

MAP Radio continues to broadcast up to 55 hours a week at both stations including news in Burmese language linked from Voice of America (VOA) and Radio Free Asia (RFA). MAP secured long-term relationships with VOA and RFA to broadcast linked news broadcasts on the situation in Myanmar. However, we discontinued support for a spot on 1476 AM, Thai National Radio.



MAP Radio provides continuous capacity building for the volunteer DJs through trainings: this period there were 23 participants (13m / 10w) in the broadcasting skills training. MAP also conducted a broadcasters training for 11 community media members in Loi Kaw Wan, Eastern Shan State, Myanmar, for members of various ethnic groups - Shan, Akha, Palong and Wa.

The Association of Shan Press (ASP) network submitted its registration to be a Foundation in Thailand. As a foundation, ASP will be able to capacitate and strengthen Shan language media groups to broadcast and to preserve the Shan language via multimedia.





MAP printed 9,800 copies of the Migrant Diary(4,900 copies in Shan & 4,900 copies in Burmese) and distributed at the end of 2023 to migrants in Thailand in the two MAPproject areas through partner networks, and in Myanmar as possible. The contents included updated contact information for NGOs & government agencies; calendar in migrant languages with holidays; and information on replacing documents, what to do if employer withholds documents, how to recognize and treat Tuberculosis, traffic safety, minimum wage in Thailand, social protections such as workers compensation fund, children's rights including education, stop violence against women and children, as well as blank pages to write notes on. The Migrant Diary is an annual publication which is handed out to migrant & partner organizations, and is meant to be a resource that gives migrants more control over their life through planning and information.



Igniting Rights – Migrant Worker Groups capacity building and support

This is an experimental project aimed at building the capacity of grassroots migrant groups. As of this period, there are six grassroots groups which have passed the TOT and submitted workplans and budgets for sub-grants. The sub-grants were then disbursed, & the groups subsequently started implementing their activities to assist migrants in their community. The six groups are as follows: (1) factory workers, Mae Sot (2) Agriculture group, Pong Yaeng, Chiang Mai (3) Gender based violence group, Mae Sot (4) Factory workers, Chonburi (5) general workers, Bangkok (6) HIV group, Phang Nga.

Capacity building activities led by MAP included: a project orientation workshop with 6 potential groups with 20 leaders (8 men, 12 women); a training on group solidarity, with 19 participants / leaders (7 men, 12 women) who learned about the steps in building a group, & the process of collective bargaining and negotiation; and another training, this time on Participatory Action Research (PAR) conducted by MAP with 15 migrant group leaders (6 men and 9 women) including a new group of domestic workers (all women), where the groups conducted a practice round of PAR. The PAR training was intended to build the groups' capacity and have them learn tools that will help them to better understand the problems their community face so they can identify more effective responses. An actual PAR will be conducted in 2024.

Each of the six groups had activities which benefited their community and followed the group's workplan. Their reporting needs improvement, and the activities are not uniform each group has their own plan and activities, so it is difficult to give accurate figures on numbers reached without in-depth description of each activity. Suffice it to say that all the groups demonstrated the capacity to implement activities more or less as planned and their communities are engaged. The next report back is planned for February 2024.

Administrative Support Unit (ASU)



MAP Organizational Development

A newly adjusted organizational structure has been developed and agreed upon by MAP staff using a democratic / participatory process. MAP held four organizational development workshops which moved the organizational restructuring process along. Although termed “restructuring,” in reality, it was more of a review of the existing structure, reviewing and updating job descriptions and assessing gaps. The newly adjusted organizational structure has essentially remained the same with some tweaks to improve efficiency. Some changes were made where staff identified gaps in capacity, and suggestions were made for adding new positions to fill these gaps. It will take time and funding to fill these positions though. The restructuring process is ongoing and will be finalized in 2024 and implemented in 2025. All staff participated in and have a voice in the meetings as part of our democratic / participatory system.

There was also a capacity building workshop provided on developing qualitative monitoring skills of staff with an external facilitator. Without a clear monitoring plan, the skills building has not been activated, although some staff have benefitted. Qualitative monitoring is still a weak point among MAP staff, and has been identified in the restructuring process.

MAP continues to improve its functioning and safeguards through additions to its due diligence policies. In so doing, we continue to upgrade our systems to promote and ensure internal protections, and safeguarding from inappropriate behaviours, including but not limited to corruption. This year, the policy on Child Protection and Safeguarding was formally authorized and enacted as was the Code of Conduct.



At one of the OD workshops, finance and staff worked towards finalizing the anti-fraud policy through dialogue for greater understanding of the policy. This has moved the policy closer to finalization. Overall, MAP's financial management continues to improve and become more reliable, even though, there are still gaps in capacity.

MAP is able to uphold its obligations to maintain its registration status and is upgrading its operational policies regularly. MAP also had two Board meetings and selected a new Chairperson. The management team had two operational budget meetings to ensure that there were no funding shortfalls and there was proper financial management. The radio stations also successfully underwent the re-registration / licensing process.

MAP applied for and received free Microsoft package as a non-profit. MAP's IT staff held a capacity building workshop on Microsoft Teams and Microsoft 365 on how to use new tools and communication channels. MAP is now utilizing up-to-date and totally legal Microsoft software to improve its functioning at the administrative level.

Finally, MAP had a Staff Retreat at year's end, where results from the year were shared and obstacles identified as part of strategic planning. The retreat also aimed to build solidarity among staff by relaxing together at the beach, where positive feelings were promoted among the staff to provide encouragement and good will for the next year.

