

**Open to Internal and External Candidates**

Position Title	: <b>Consultant to Develop a Training Package</b>
Duty Station	: <b>Home-based</b>
Classification:	<b>Consultancy (All-Inclusive fees of USD 16,000)</b>
Type of Appointment	: <b>Consultant Contract, 2 months contract</b>
Desired Start Date	: <b>As soon as possible</b>
Closing Date	: <b>02 December 2021</b>
Reference Code	: <b>CFCV038/2021</b>

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

**1. ORGANIZATIONAL CONTEXT AND SCOPE:**

Countries in South-East Asia, particularly Indonesia and Thailand are ones of the world's top producers and exporters of fish and seafood products. With its importance in economic and social interests, the fishing and seafood processing sectors have contributed to numerous job opportunities and absorbed significant numbers of workers, including migrant workers, in their labour market. Migrant workers in these sectors may be recruited through different means such as through recruitment agencies or directly through employers, friends or relatives.

Although efforts to promote fair and ethical recruitment of migrant workers have been made in order to keep up with international standards, workers, especially migrant workers in the fishing and seafood processing sectors, still encounter risks. During the recruitment process starting in their countries or communities of origin, migrant workers face unethical recruitment practices, such as excessive recruitment fees and related costs, document retention and inaccurate or deceptive information on employment terms and conditions or debt bondage that may result in forced labour. Therefore, improving capacities of recruitment agencies and employers (for the case of direct recruitment) to understand and better comply with fair and ethical recruitment standards is one of the means that can minimize risks of forced labour and exploitation of migrant workers.

In 2017, Thailand's fishing and seafood processing sectors together employed more than 600,000 workers, of whom 302,000 were registered migrant workers primarily from Cambodia and Myanmar. Despite efforts to promote regular migration through the Memorandum of Understanding (MOU) process, the use of intermediaries/brokers (including friends and family of migrants) to facilitate recruitment of migrant fishers remains common, and costs are in turn passed onto workers. Recruitment fees reported by migrant fishers recruited in their home country were averagely THB 12,400 (USD 383), while seafood workers reported an average of THB 19,700 (USD 607). These fees typically covered not only a payment to the recruiter for a job, but also costs for passport, work permit, medical certificates and travel.

In Indonesia, fishing is not yet acknowledged as formal employment sector and the most workers (fishers) are recruited informally through captains, intermediaries (calo) or social networks. Many just walk in and ask for a job. Meanwhile for factory workers, they are commonly recruited from the local community, existing workforce, and through word of mouth. In the internal migration,

the agency's role is limited to provide pool of workers with less involvement in providing training or facilitating certain skill licenses/certifications, which opens the channel for unethical practices.

**IOM aims to enhance capacities of recruitment agencies and employers who employ migrant workers** in the fishing and seafood processing sectors to better adhere with international labour standards and good practices on fair and ethical recruitment, such as IOM's [IRIS Standard on Ethical Recruitment](#). Under the [Ship to Shore Rights South East Asia Programme](#), funded by the European Union, IOM seeks a **consultant** to develop **training packages for recruitment agencies and employers in fishing and seafood processing sectors** who employ or facilitate recruitment of migrant workers in:

- Thailand from Cambodia and Myanmar;
- Internally in Indonesia.

Objective of the Training Package:

Drawing from available IOM and other resources and tools on rights and responsibilities of migrant workers and their employers and sector-specific risks of modern slavery, the selected consultant will develop two training packages, one for Thailand and one for Indonesia, for recruitment agencies and employers in the targeted sectors and migration corridors to:

- Enhance the understanding of recruitment agencies and employers on labour migration trends and vulnerabilities of migrant workers in the targeted sector, inclusive of the impact of COVID-19, as well as relevant national laws and legislations, and international standards on recruitment and employment applicable to the targeted countries.
- Enhance the capacity of recruitment agencies and employers operating in the target sector to implement fair and ethical recruitment standards and good practices in their daily practice and business operations.

## **RESPONSIBILITIES AND ACCOUNTABILITIES:**

The expected outputs will be completed in consultation with IOM Indonesia and Thailand team. **The scope of work** will include the following tasks:

- **Undertake desk research** on labour migration trends and vulnerabilities of migrant workers in the targeted sector, as well as on relevant national laws and legislations, and international standards on recruitment applicable to the targeted migration corridors.
- **Review and tailor existing IOM training materials** to the context of fishing and seafood processing sectors in Indonesia and Thailand, targeting recruitment agencies in countries of origin and destination (and internally for Indonesia), and employers.
- **Develop new training materials, including power point presentations and trainer's manual**, to supplement existing IOM training materials where applicable (jointly identified with IOM) including but not limited to:
  1. Overview of the labour migration trends, and risks and vulnerabilities of migrant workers in the targeted sectors and migration corridors.
  2. Relevant national laws, policies and legislations and international standards relevant to the recruitment and employment in the targeted sectors and migration corridors.
  3. Case studies illustrating good practices on fair and ethical recruitment.

- **Hold consultations** to gather inputs and finalize the training package with IOM missions and propose a detailed outline of the training package.

#### **Deliverables:**

- **An outline** of the two training packages targeting recruitment agencies and employers in Indonesia (internal recruitment in Indonesia) and Thailand (from Cambodia and Myanmar) migration corridors based on the targeted sectors.
- **Two training packages** (in English) for an online and offline two days training targeting recruitment agencies and employers tailored for the fishing and seafood processing sector in the targeted countries/ migration corridors. The training package should encompass:
  1. **Two sets of training modules** tailored for targeted migration corridors (in a form of PowerPoint presentations) with five case studies, content, six exercises and activities tailored to the targeted sectors and countries for each training package.
  2. **Two sets of Participant Handouts** to supplement the training modules and activities tailored to the targeted sectors and countries.
  3. **Two Trainer's manual** providing guidelines for trainers to use the training materials and conduct training sessions effectively (maximum of 25 pages).
- All deliverables should be developed in consultation with and reviewed by IOM, as well as incorporate IOM's comments before finalization.
- Debriefing presentation of IOM staff on how to use the training package and effectively deliver the training sessions.

#### **Upon completion the consultant shall:**

- Hold consultations with IOM missions and involved stakeholders to validate the developed materials prior to finalizing the training package.
- Finalize and copy-edit the training package and materials, and develop basic infographics, graphs, maps and tables as requested.
- Provide a debriefing presentation on the training package for relevant IOM personnel and as agreed at the onset of the assignment.
- Provide a presentation during the launch of training package.

## **2. DESIRABLE COMPETENCIES:**

### **Values**

The incumbent is expected to demonstrate the following values and competencies:

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

## Core Competencies

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

## 3. EDUCATION AND EXPERIENCE:

Interested parties should demonstrate the following qualifications and submit documentation and references as follows:

- University Degree in International Human Rights Law, International Development Studies, Migration or related field with at least five years of relevant professional experience.
- Demonstrated experience of at least five years in designing and developing training package, manuals, publications or similar tasks;
- Experiences working in the field of labour migration and sound knowledge of international labour and recruitment standards in fishing and seafood processing industry in South-East Asia, and social compliance is an advantage.
- Excellent communication skills (both verbally and in writing).
- Previous experience in working in the UN system is an asset.

## 4. LANGUAGES

**Required:** English (Fluent)

**Desirable:** Proficient in Thai and/or Bahasa Indonesia

### ***Other***

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

### ***How to apply:***

Interested candidates are invited to submit required documentation and references to the IOM

Bangkok Human Resources Unit at e-mail [bkkrecruitment@iom.int](mailto:bkkrecruitment@iom.int) and cc [abureesirira@iom.int](mailto:abureesirira@iom.int) by **December 02, 2021** at the latest. Kindly indicate the reference code **CFCV038/2021** followed by your full name in the subject line.

Applications should include:

- a) Duly completed IOM Personal History Form (may be downloaded from <https://thailand.iom.int/sites/thailand/files/Recruitment/IOM%20Personal%20History%20Form%20with%20Declaration.xls>).
- b) Technical proposal (maximum 3-pages).
- c) Financial proposal (Maximum 1-pages).
- d) At least two writing samples, preferable of a similar assignment.

Only shortlisted candidates will be contacted.

***Posting period:***

From 18.11.2021 to 02.12.2021