



**INTERNATIONAL LABOUR ORGANIZATION
JAKARTA - TIMOR LESTE**

Call for Expression of Interest ILO/GLO/14/20/USA

07 February 2019

Post Title	Dissemination on Concept of Future of Work for Youth and Public in Indonesia
Organization	International Labour Organization (ILO) SafeYouth@Work Project
Location	As described in TOR
Contract Type	Service Contract or External Collaborator Contract
Post Duration	18 February to 03 March 2019
Closing Date	14 February 2019
Application Details:	Applications to: National Project Coordinator ILO SafeYouth@Work Project ahakim@ilo.org (Only shortlisted individuals will be contacted)

Dissemination of the Concept of the Future of Work for Youth and the General Public in Indonesia

(Activity 3.1.2)

I. Background and Justification

The world of work is undergoing major changes that will continue, and potentially intensify, in the future. In the first half of 2019, all ILO member States will be invited to organize events to mark the ILO's Centenary and to discuss the report of the Future of Work Commission. The culmination of the FoW initiative will be the 2019 International Labour Conference, with the possible adoption of a Centenary Declaration. To better understand and to respond effectively to these new challenges, the ILO launched a "Future of Work" (FoW) initiative and proposed four "centenary conversations" for debates aligned to its centenary anniversary in 2019: (i) work and society; (ii) decent work for all; (iii) the organization of work and production; and (iv) the governance of work.

The rationale underpinning the FoW initiative stems from the challenges facing the ILO and member States to address the implications of transformational change in global labour markets and the world of work; the opportunity to step back and to look at longer term dynamics; and, to assess the direction of change and to think through what they require of national institutions and the ILO.

The Concept of the Future of Work is still not widely known in Indonesia. This concept has only been used so far in relation to work that is digital in nature and is associated with Industry 4.0. Therefore, the implications associated with the Future of Work concept including and especially occupational safety and health (OSH) and the protection of young workers from occupational hazards are not yet well identified.

This situation directly affects the national policy making process regarding the development of the FoW and its relation with OSH and young workers. The enhancement of knowledge on FoW among key national stakeholders should therefore be initiated. Knowledge and understanding among national stakeholders involved in the development of the FoW, and in adapting to the changes it will necessarily bring, is therefore quite timely.

II. The Response

Based on this, the ILO Jakarta Office, in collaboration with selected organization/institution, is to organize two seminars on "Future of Work and its Impact for Young Workers". These seminars are aimed to broaden perspectives and understanding of future of work, and the problems faced in improving the protection of young workers in Indonesia.

Seminar participants will participate in the development of recommendations for policy makers, programme managers, relevant institutions and civil society, concerning the issue of improving OSH for Young Workers. Key resources for this activity include the

SafeYouth@Work Action Plan (2018), the ILO Report on ‘Improving the Safety and Health of Young Workers’ (2018), and the recently issued ILO Report on the Future of Work (2019).

III. Objectives

Objectives of the two seminars are to:

1. Significantly contribute to the improvement of national OSH achievements including the protection of young workers in Indonesia;
2. Engage a broad public constituency on the issue of OSH for youth;
3. Build and strengthen capacity of key stakeholders, especially youth, in future of work initiatives that can deliver concrete and sustainable progress towards a national culture of workplace prevention.

IV. Approach and Strategy

There will be two types of seminars: (1) Seminar on Future of Work and its Impact for Young Workers for policy makers, tripartite components; and youth; (2) Seminar on Future of Work and its Impact for Young Workers for youth and public in general. Both seminars are implemented in Jakarta, 28 February 2019.

Please find below characteristics of the respective seminars.

Type	First Seminar	Second Seminar
Time	Morning to Early Afternoon (9:00 – 14:00)	Late Afternoon (16:00 – 17:30)
Topic/Issue and its speaker	<ul style="list-style-type: none"> • National Strategy and Policy regarding future of work: Ministry of Manpower • Global Strategy on Future of Work: ILO Geneva • Strategy to Prepare Youth in the Future of Work: Psychologist 	<ul style="list-style-type: none"> • Global Strategy on Future of Work: ILO Geneva • Youth Strategy Facing Future of Work: Young People (blogger; blogger traveler; etc.)
Moderator	There will be one moderator from service provider	There will be one moderator from service provider
Venue	Hotel	Public Space
Main target group	Policy makers, tripartite components; and youth champion	Youth and public in general
Keynote Speaker	Minister of Manpower	ILO Jakarta will give introduction

V. Target Group

The participants of the Seminars include:

- Government agencies at national and provincial level directly involved with labour, OSH and youth issues;
- Corporations and business associations interested in future of work (both local and foreign);
- Employers and representatives of SMEs and the informal economy;

- Trade unions;
- Universities and other educational institutions, including TVET institutions; and
- Youth and youth organizations (young start up business actors; workers; and students)

VI. Expected Results to be Delivered and Budget

No.	Expected Results	Budget (US\$)
1	Increased understanding on the concept of future of work and its relation with youth among policy makers and tripartite stakeholders	
2	Increased knowledge of participants and having a shared vision regarding the concept of FOW, problems facing by FOW, and explore opportunities for solution to the problem	
	Total in US\$	Not more than US\$ 7,000

VII. Timeframe and Organization

The TOR will be implemented by the service provider in collaboration with DK3N. The National Project Coordinator of ILO Jakarta is the responsible person to look after implementation of the TOR. This TOR shall commence on 18 February and will end on 3 March 2019. All outputs will be reviewed and subject to final approval by ILO Jakarta.

VIII. Language

The seminars should be in Bahasa Indonesia. It will be the responsibility of the ILO Jakarta to translate required materials in English. The seminars will take place in Bahasa Indonesia and the ILO will provide simultaneous or consecutive interpretation as needed.

IX. Consultant/Service provider's indicative tasks

- Assign a task manager as the single point of contact for the purpose of this assignment;
- Be and remain familiar with Indonesia legislation, policy and programmes relevant to establishing sound social dialogue;
- Be familiar and refer to ILO standards and jurisprudence on OSH and social dialogue;
- Develop/adapt training concepts, frameworks and supporting materials appropriate for the specified audience and on induction training for garment workers;
- Propose a methodology for assessing the impact of the seminars
- Ensure the logical sequencing and internal logic of every elements of the induction seminar kit;
- Ensure regular communication/coordination between ILO and all other relevant individual involved in this assignment.

X. ILO Jakarta Liaison Office's indicative tasks

- Assign a task manager as the single point of contact for the purpose of this assignment
- Provide the consultant/service provider with access to ILO information as needed for the purpose of this assignment
- Facilitate contact with relevant informants
- Provide timely input on the seminars content and methodology
- Organize the seminars' session.

XI. Location

The consultant/service provider can work from his or her preferred location. A preference will be given for consultant based in Jakarta.

XII. Duration

This assignment will start on **18 February 2019** and will be completed no later than **3 March 2019**. Pursuant to an arrangement between the consultant and the ILO Jakarta.

XIII. Payment schedule

The ILO estimates that this assignment to take a maximum of 20 days.

The service provider will be paid upon satisfactory completion of deliverables and upon receipt of an invoice.

Payment will be divided into two

- A first 50 per cent will be paid upon satisfactory completion of expected result 1;
- A final 50 per cent will be paid on satisfactory completion of expected result 2

XIV. Reporting line

The consultant/service provider will be working under the direct supervision of Mr. Abdul Hakim, National Project Coordinator of the ILO SafeYouth@Work.

XV. Qualification/areas of expertise required by the consultant/service provider

Education: Advanced university degree in industrial relations, labour law, economics, management, social science or equivalent experience.

Experience: At least five years of professional experience at the national level and at least two years of experience at the international level. Experience in working on the construction sector. Experience in designing adult training material on relevant topics. Experience in delivery training sessions, training of trainers' sessions on induction for new workers, industrial relations related matters. Knowledge of the Indonesia legal.

Skills: Proficiency in using online habitual software programmes and web tools. The consultant should be proficient in using at least the Word application (style sheet, references, etc). Ability to deliver training of trainers' sessions.

Languages: Proficiency in English and Bahasa Indonesia.

Competencies: Ability to design training material. Ability to prepare high quality, technically sound material. Strong understanding of the economic, social, and cultural context in Indonesia. Good knowledge of government institutions, unions, employers and youth. Understanding of globalization and construction value chain. Ability to analyse and interpret data on a range of technical themes, and Strong communication/interpersonal skills, organisational capacities, and team working capabilities.

XVI. Intellectual property rights

As a general rule, the ILO will maintain the rights to the intellectual property rights of the material produced.

XVII. How to submit your application

Please send a maximum three page statement addressing your claims against the required education, qualification, experience, skills, language and competencies (see above, section 13). The ILO will not be in a position to assess your submission without such statement.

Also please include an estimate of the cost to meet the deliver this assignment. Only short listed applicants/service providers will be contacted. Applications should be sent to ahakim@ilo.org

Closing date for application is Thursday, 14 February 2019, at 17h