

TERMS OF REFERENCE (TOR) FOR ENGAGEMENT OF A CONSULTANT

Strengthening Capacity to Combat Forced Labor and Human Trafficking in Balochistan

1. Introduction

The International Labour Organization (ILO) is a specialized agency of the United Nations (UN) system that focuses on labor and employment issues at the international level. The primary mission of the ILO is to promote social justice and improve labor conditions worldwide. It accomplishes this mission through its distinctive tripartite structure that brings together representatives from governments, employers, and workers.

Between 2015-2023, the ILO implemented the USDOL-funded project “From Protocol to Practice: A Bridge to Global Action on Forced Labor [The Bridge Project]”. The Bridge project has contributed to increasing global efforts to eliminate forced labor [FL] by improving countries’ capacity to tackle the issue. The project’s focus is to increase knowledge, awareness, and ratifications of the ILO Protocol; improve and develop responsive national policies, actions, and legislation on forced labor; undertake research and share knowledge on forced labor; strengthen workers’ and employers’ organizations to support the fight against forced labor and increase the awareness of and access to services and livelihood programs for victims of forced labor.

The Phase II starting from 2023 provides continuity to successful initiatives undertaken in Uzbekistan, Peru, Nepal, while expanded to Mongolia and Pakistan. Phase II of the Bridge Project also aims to mainstream the 'acceleration factors' which are the core pillars of the ILO 8.7 Accelerator Lab Initiative. This initiative was created to accelerate progress towards the eradication of forced labor and the elimination of child labor by optimizing the effectiveness of development cooperation interventions by embracing six acceleration factors¹.

2. The objective and assignment:

The objective of these Terms of Reference (ToR) is to engage a consultant with expertise in labor law, forced/bonded labor, and anti-trafficking for strengthening the capacity of the labor inspectorate and relevant stakeholders in Balochistan to combat forced labor, bonded labor, and human trafficking.

The assignment, consists of several key activities, including a needs assessment, module development, pilot testing, module finalization, and training implementation. The following section explains the scope of work for the envisaged consultant.

3. Scope of Work

The consultant's responsibilities will include but are not limited to the following:

¹ https://www.ilo.org/wcmsp5/groups/public/@ed_norm/@ipecc/documents/publication/wcms_844979.pdf

3.1 Needs Assessment

- Collaborate with project stakeholders to design and implement a comprehensive needs assessment.
- Review existing training material for Balochistan on Forced Labour.
- Conduct interviews, surveys, and focus group discussions with relevant parties.
- Analyze relevant laws, policies and practices related to forced labor, bonded labor, and human trafficking in Balochistan.
- Produce a detailed report outlining knowledge gaps and training needs.

3.2. Module Development

- Work closely with the stakeholders in Balochistan to develop training modules on forced labor, bonded labor, trafficking, victim identification, and effective investigation and prosecution.
- Ensure that training modules are aligning with provincial, labour laws and international standards.
- Ensure that training materials are interactive, and culturally sensitive.
- Provide guidance on aligning the modules with international and national standards.

3.3. Pilot Testing

- Assist in selecting diverse stakeholders for the pilot testing phase.
- Lead pilot training sessions.
- Facilitate feedback collection through surveys, focus group discussions, and post-training evaluations.
- Collaborate with project team to revise modules based on feedback.

3.4. Module Finalization

- Incorporate feedback and recommendations from the pilot testing phase into the training modules.
- Conduct a final review of training materials for accuracy and relevance.
- Ensure alignment with national laws and international standards.

3.5. Training Implementation

- Organizing and conducting 3 training workshops in UN Security cleared venues in Quetta Balochistan.
- Deliver training sessions using finalised modules on the topic to labor inspectorate, law enforcement agencies, government officials, civil society organizations, and victims.
- Support the project team in monitoring and evaluating the impact of the training.

4. Deliverables

The consultant will be expected to produce the following deliverables:

- A comprehensive needs assessment report (30 pages max).
- Developed and refined training modules on forced labor, bonded labor, trafficking, victim identification, and effective investigation and prosecution.

- Feedback reports from the pilot testing phase.
- Finalized training modules.
- Documentation of training sessions conducted.

5. Qualifications

The consultant should possess the following qualifications:

- Advanced degree in a relevant field (e.g., labor law, human rights, anti-trafficking).
- Demonstrated expertise in forced labor, bonded labor, and human trafficking issues.
- Previous experience in conducting needs assessments and developing training materials.
- Strong knowledge of provincial, national labour laws and international labor standards and regulations.
- Excellent communication and facilitation skills.
- Ability to work collaboratively with diverse stakeholders.

6. Evaluation Criteria:

Proposals will be evaluated based on the following criteria:

- Relevant experience and expertise (40%)
- Methodology and work plan (40%)
- Budget proposal (20%)

7. Duration:

The consultancy is expected to be completed within 16 weeks from the date of contract signing.

8. Reporting and Coordination:

The consultant will report to the National Project Coordinator, the Bridge Project in Pakistan. Regular progress updates and coordination meetings will be required throughout the consultancy.

9. Application Process:

Interested individuals should submit their (a) technical proposals, including a cover letter, CVs, relevant past work samples, and a detailed itemised budget proposal, including consultant fees, travel expenses, data collection costs, and any other relevant expenses to islamabad@ilo.org within 15 days of advertisement. For any inquiries or clarifications, please contact iqbalf@ilo.org within one week of the publication of these ToRs.

The ILO is an equal opportunity employer and encourages applications from qualified individuals and firms, regardless of gender, race, religion, or nationality. The ILO reserves the right to reject any or all proposals received without giving any reason.