

TERMS OF REFERENCE (TOR) FOR HIRING OF A CONSULTANT

Mapping and Needs Assessment of Forced Labor Victim Support Services 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 Initiative¹. 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 factors.

2. The assignment and its objectives:

The International Labour Organisation [ILO] under its Bridge project aims to address the issue of forced labor also in Balochistan, by conducting a comprehensive mapping exercise of organizations providing services to victims of forced labor, identifying gaps in service provision, conducting a market analysis, and assessing beneficiary needs and stakeholder capacities. The objective is to assess and provide recommendations to strengthen the support system for victims of forced labor in Balochistan. The consultant is expected to accomplish the following objectives:

1. Conduct a mapping of organizations providing services to victims of forced labor in Balochistan and of the services they offer.
2. Identify gaps in the current service delivery ecosystem for forced labor victims.
3. Conduct a beneficiary needs assessment to determine the specific needs of forced labor victims in Balochistan.
4. Undertake a needs assessment of key stakeholders’ and service providers’ capacities to support victims of bonded labor in Balochistan.

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

5. Conduct a market analysis to understand the market dynamics (supply and demand) and potential opportunities for improvement and livelihood opportunities for forced labor victims.
6. Provide a list of recommendations of suitable livelihood opportunities for forced labour victims in Balochistan, based on the results of the beneficiary needs assessment and the market analysis.

3. **Scope of Work:**

Considering the assignment's goals, the consultant is tasked with creating a comprehensive mapping, market analysis² and needs assessment report for Balochistan. This assessment report should delve into the drivers of forced labor and pinpoint opportunities for intervention and prevention. The report should encompass dedicated sections covering the following tasks:

Task 1: Mapping of Service Providers

- Identify and list all organizations, government bodies, NGOs, and community-based groups providing services to victims of forced labor and other similar vulnerable groups in Balochistan.
- Document the types of services offered by each organization.
- Geographically map the locations of these organizations.

Task 2: Gap Analysis

- Assess the effectiveness and coverage of the services provided.
- Identify gaps and shortcomings in the current service delivery system.
- Suggest recommendations for bridging these gaps.
- Evaluate the feasibility of engaging businesses and industries in addressing FL issues.

Task 3: Beneficiary Needs Assessment

- Conduct interviews and focus group discussions with at least 50 forced labor victims to understand their specific needs and challenges to improve their livelihoods and reduce their vulnerability to FL.
- Develop a comprehensive report on the findings and recommendations to address needs.

Task 4: Stakeholder Capacity Assessment

- Assess the capacities of key stakeholders, including government agencies, Workers and Employers, NGOs, and service providers, to address the needs of forced labor victims.
- Identify areas where support including capacity-building is required.

Task 5: Market Analysis

- Provide a clear understanding of the root causes and contributing factors to forced labor within Balochistan to inform the development of effective strategies and policies to combat forced labor and promote decent work and labor rights while:
 - Analysing the current economic and labor market conditions in Balochistan, with a focus on forced labor.

² Guided by ILO's approach for market analysis and needs assessment developed by the Skills Department.

- Identifying potential areas for investment, skills training, and job creation to prevent the vulnerable workers from forced labor.

4. Deliverables:

The consultant is expected to deliver the following:

- Develop and share a detailed work plan with milestones for approval.
- Undertake desk research and interview the key stakeholders and institutions and identify issues, impeding the delivery of effective services related to FL in Balochistan.
- Produce and share for review and approval a well-written and comprehensive draft report including one chapter on each of the above listed 5 tasks (50 pages max).
- Organise a workshop in Quetta to present findings and recommendations to the stakeholders and beneficiaries.
- A final consolidated report integrating feedback into report, findings, and recommendations.

5. Qualifications and Expertise:

The consultant or consulting team should possess the following qualifications and expertise:

- Demonstrated experience in conducting similar mapping and needs assessment projects, preferably in the field of forced labor, trafficking, or human rights.
- Strong knowledge of the labor and social context in Balochistan, Pakistan.
- Experience in working with government agencies, NGOs, Workers, Employers, and vulnerable populations.
- Excellent research, analytical, and report-writing skills.
- Ability to communicate effectively in English, Urdu, and Balochi/Brahui.

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 8 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 2 weeks of the 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.