

## Terms of Reference

### Private Sector Training - Seafood Good Labour Practice Programme (SGLP)

#### 1. Background

Ship to Shore Rights South East Asia (SEA) is a multi-country, multi-year initiative of the European Union (EU) and the United Nations (UN). Ship to Shore Rights SEA is implemented by the ILO in collaboration with IOM and UNDP, with the overriding objective of promoting regular and safe labour migration and decent work for all migrant workers in the fishing and seafood processing sectors in Southeast Asia.

The programme addresses the characteristics of working in the fishing and seafood processing sectors as well as the barriers and risks present in the migration system, which can lead to unsafe migration, decent work deficits, abuse, and trafficking for forced labour. The programme has three specific objectives:

- 1) Strengthen the legal, policy, and regulatory frameworks related to labour migration and labour standards, focusing on the fishing and seafood processing sectors in SEA.
- 2) Protect labour rights and promote safe and secure working environments for all migrant workers from recruitment to post-admission and end of the contract.
- 3) Empower migrant workers, their families, organizations, and communities to promote and exercise their rights.

#### 2. Seafood Good Labour Practices

Under the previous project, ILO, Thai Frozen Foods Association (TFFA) and the Thai Tuna Industry Association (TTIA) partnered with the Department of Labour Protection and Welfare (DLPW), the Ministry of Labour, and the Department of Fisheries, the Ministry of Agriculture and Cooperatives, to jointly develop the Good Labour Practices Guidelines for Thailand's seafood industry (Seafood GLP).

The Ship to Shore Rights South East Asia (SEA) – the regional phase, commissioned an independent assessment of the Thai Seafood GLP to examine its strengths, weaknesses, and lessons learned from the programme. The assessment provided several recommendations, and through a validation workshop with tripartite parties and stakeholders and the programme Advisory Committee's consensus, it is decided to continue developing the Seafood GLP as an "improvement programme" to lift the bar in the seafood processing sector and support factories to demonstrate a culture of continuous improvement to their buyers. Hence, the TFFA and TTIA are implementing the SGLP programme to progress as a continuously improved programme. The new improved SGLP focuses on capacity building and advocacy to promote responsible labour practices in the seafood processing industry. This includes workshops for employer representatives and workers on Seafood GLP principles, and international labour standards, as well as participation by related parties from various sectors in various activities, such as factory visits to member factories and disseminating findings and publicizing useful information to the public.

In 2023, ILO agreed with TTIA and TFFA to support factory-level compliance through SGLP Training for participating members and workers, to build capacity on fair recruitment, gender responsiveness and international labour standards.

### **3. Assignment outputs**

The external collaborator will support the SGLP training of TTIA and TFFA member enterprises with the following expected outputs:

1. Design an interactive one-day training workshop agenda and materials for participating members and workers on SGLP principles, based on the SGLP guidelines, with a particular focus on fair recruitment and gender responsiveness. (4 days)
2. Online consultation with ILO TTIA and TFFA concerning the training agenda and proposed materials, and revision as needed (1 day).
3. Facilitate and lead training 4 x one-day training workshops in Bangkok, Songkhla and Suratthani (4 work days)
4. Submit the training summary report and evaluation, and recommendations for further implementation (1 day)

### **4. Contract Duration**

The contract period is for 10 work days from 1 Nov – 31 December 2023. With delivery of training in Thailand on dates to be agreed with ILO and partners.

### **5. Roles, responsibilities, and work plan**

#### **5.1 Roles and responsibilities**

**Consultant:** A consultant who has no conflicts of interest will undertake the assessment and will be responsible for delivering the assignment outputs. The consultant selected will be a learning and development specialist with at least 5 years of relevant experience in private-sector compliance and training, particularly on forced labour issues. Work experience within the Southeast Asia region or in fishing/seafood processing is considered an asset. Previous experience with the UN, regional or international mechanisms related to forced labour or anti-modern slavery initiatives is an asset.

**Ship to Shore Rights SEA:** The Chief Technical Advisor will oversee the assessment and technical inputs and reviews will be provided by the ILO team. The National Programme Coordinator (Thailand) will ensure that all relevant documentation is up-to-date and provided to the consultant, and will facilitate communications with relevant stakeholders.

### **6. Expressions of interest**

Interested consultants or service providers are requested to submit the following documentation by **25 Oct 2023 12 noon Bangkok time** to [shiptoshorerights@ilo.org](mailto:shiptoshorerights@ilo.org)

- Technical proposal including a statement of suitability and relevant experience, with a proposed work plan
- Financial proposal with a breakdown of costs, and total lump sum in USD including daily professional rates, insurance, and tax.