



IOM International Organization for Migration
OIM Organisasi Internasional untuk Migrasi

OPEN TO INTERNAL AND EXTERNAL CANDIDATES

International Organization for Migration (IOM) Jakarta is looking for a **Consultant – Curriculum Development** according to the terms of reference below. Interested candidates are invited to submit their applications to hrindonesia@iom.int not later than **5 March 2010** indicating the **reference code below in the subject heading**. All candidates are requested to specify their availability date in the application form. Please note that only short-listed candidates will be contacted.

Reference No : SVN/ID10/2010/005
Position Title : Consultant - **Curriculum Development**
Duty Station : Jakarta
Duration of Contract: : 40 Days
Starting Date : ASAP

Purpose of Assignment:

Develop and produce a country-specific, human rights based, and gender sensitive curriculum for training for frontline officers from BNP2TKI, Immigration, Police, Social Affairs and Foreign ministries and NGOs, as well as airport and seaport officials on how to better protect Indonesian migrant workers.

A. Background and Justification:

Indonesia is currently one of the major labour sending countries in the world with the majority of its labour migrants being low skilled and employed in the informal sector. The labour migration of women for domestic services has grown dramatically since the Asian Financial Crisis in 1997 and deployment rates continue to rise with the current economic crisis. International labour migration has become a driving factor of the Indonesian economy as many Indonesians continue to migrate to countries in the Asia-Pacific region and the Middle East in search of better economic opportunities. Unfortunately, although Indonesian migrant workers contribute greatly to the economic development of their home country, they remain inadequately protected by law and continue to suffer from abusive practices and severe human rights violations, often falling prey to perpetrators of human trafficking.

As most Indonesian migrant workers are less educated than those from other main source countries and have little knowledge of their rights or migration procedures, they are particularly vulnerable to Labour trafficking and other forms of exploitation, including sexual and gender-based violence. Since May 1998, Indonesia has launched several initiatives to improve the protection of migrant workers' rights. In 2004, Indonesia passed a National Law on the Placement and Protection of Indonesian Migrant Workers Overseas. Government reforms, however, have been ad hoc in nature and have not constituted a coherent and comprehensive strategy. The Government of Indonesia has reaffirmed its political will to work towards enhanced labour migration management and enhance the

IOM Mission in Indonesia

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protection for its many labour migrants overseas but continues to lack the appropriate means to comprehensively address this broad issue.

B. Scope of Work:

This consultancy is contributing to IOM's project "Strengthening Government Capacity for Placement and Protection of Migrant Workers to Combat Human Trafficking in Indonesia."

The overall objective of the project is to contribute to Indonesia's efforts to fight human trafficking, by strengthening the capacity of agencies tasked with the placement and protection of labour migrants to prevent and protect trafficking victims. The project aims to develop a new gender sensitive curriculum and training materials for agencies tasked with the placement and protection of labour migrants, in conjunction with key stakeholders. The project primarily targets and seeks the active participation of the Government of Indonesia. More specifically, the project will involve the Indonesian Migrant Worker Placement Service Body (BP2TKI), Police, Ministry of Foreign Affairs, Ministry of Labour, Department of Immigration, NGO and FBO staff, and other airport and seaport officials. Ultimately, the project will strengthen IOM's impact with the GoI in combating labour trafficking, particularly linking ongoing direct assistance, criminal justice and migration policy activities.

Under the guidance and supervision of the Programme Manager, Counter-Trafficking and Labour Migration Unit and the overall supervision of the Chief of Mission (COM), the consultant will provide technical support in the research and development of a curriculum and training modules to enhance the capacity of labour migration management in Indonesia and enhanced protection for Indonesian labour migrants. In particular, he/she will:

1. Conduct a Desk review of existing and/or previous programmes involving training border officials on enhanced protection of labour migrants and prevention of labour trafficking
2. Develop and produce a human rights based, gender sensitive, curriculum and training of trainer (ToT) modules for training of immigration and border officials (and other relevant agencies) on how to better protect Indonesian migrant workers abroad, in coordination with stakeholders including Government officials, such as Ministry of Foreign Affairs, Ministry of Labour, Ministry of Social Affairs, the Department of Immigration, the Police, and migrant community representatives.
3. Present the Curriculum and ToT modules to IOM staff at completion of consultancy period.
4. Liaise and coordinate with all relevant Government agencies and NGO partners to ensure that effective working relationships and information sharing channels with IOM are maintained.
5. Prepare and submit to Programme Manager weekly progress reports.
6. Represent IOM in coordination meetings with relevant organizations and government agencies and ensure that the minutes of meetings are prepared in a timely manner, when requested by the Programme Manager.
7. Draft correspondence letters, briefing notes, as requested.
8. Undertake duty travels as required by the Programme Manager.
9. Perform other duties as agreed by the Programme Manager.

C. Work Schedule:

The deadline for delivering the curriculum is **April 2010**. The Consultant will determine his/her final work schedule with the approval of the IOM Programme Manager for the Counter-Trafficking Unit and Labour Migration Unit. It is expected that prior to the project's completion, the final curriculum will have already been thoroughly reviewed and input received by other experts, peers and Government counterparts in the field of labour migration and counter-trafficking.

D. Deliverables/End Products/Expected Outputs:

- A country-specific, human rights gender sensitive curriculum and training modules

E. Payment Schedule:

- 30% of the agreed payment will be paid once the Agreement has been signed;
- An additional 30% upon delivering the draft of the curriculum and training materials.
- 40% upon receiving the Final curriculum and training material as well as final Report, which has incorporated IOM's comments and have been approved by IOM.

F. Reporting Lines [Type of supervision that will be provided]:

The Consultant is under the direct supervision of the IOM Indonesia Programme Manager for Counter-Trafficking and Labour Migration.

G. Consultant's Work Plan and Official Travel Involved:

The Consultant is expected to be based in Jakarta, Indonesia and will work from home. Travel outside Jakarta should be coordinated and approved by the IOM Programme Manager for Counter-Trafficking and Labour Migration and subject to the travel and security policies of IOM. All travel cost in relation to the curriculum development will be borne by IOM

H. Consultant's Work Place:

The work by the consultant will be done primarily at home, however the consultant is expected to provide weekly updates at the IOM Jakarta office.

I. Qualifications or Specialize Knowledge/Experience Required:

University Degree in development work, programme management, or law, or alternatively, combined experience and training in any of these fields. Five years of progressive experience working with project/program activities. Experience working in a foreign funded project, particularly one involving labour migration and migrant exploitation, is a distinct advantage.

Strong experience in curriculum development and working with Ministries and Governmental institutions and senior representatives in charge of labour migration and counter-trafficking policy and implementation would be a distinct advantage as well as previous experience working in an international organization.

Excellent writing and analytical skills; Good interpersonal and communications skills. Proven ability to work with minimum supervision and work effectively in a team. Personal commitment, efficiency and drive for results. Proficient in Microsoft office; word, powerpoint, excel and related software.

Languages

Fluent in English and Bahasa Indonesia