



International Organization for Migration (IOM)
The UN Migration Agency

Call for Applications

Functional Position Title : **Labour Migration, Business and Human Rights Consultant**
Duty Station : **Kuala Lumpur, Malaysia**
Type of Appointment : **Consultancy**
Estimated Start Date : **May 2021**

Closing Date : **7 April 2021**

Established in 1951, IOM/The UN Migration Agency is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants and works closely with governmental, intergovernmental and non-governmental partners. IOM is committed to a diverse and inclusive environment.

Context:

In 2017, IOM launched the Corporate Responsibility in Eliminating Slavery and Trafficking initiative (CREST) to help businesses realize their potential to uphold and respect the human and labour rights of migrant workers in their operations and supply chains. The goal of the CREST project is to enable businesses to respect, promote and remedy the human and labour rights of women and men migrant workers in Asia, in key industries and supply chains.

Forced labour continues to pose a significant risk in Malaysia's in key economic sectors, especially the electronics and palm oil sectors. The U.S. Department of Labor's 2018 Trafficking Victims Protection Reauthorization Act (TVPRA) List classifies Malaysia's electronics and palm oil industries as dependent on forced labour (and the palm oil industry further dependent on child labour). The Malaysian government's heavy dependence on revenue from both sectors means that, despite ostensible worker rights reforms, Malaysia has little incentive to address the underlying root causes of forced labour.

Migrant workers, women, and other vulnerable groups often face individual or group-specific barriers that prevent them from accessing an effective remedy. This includes, for example, retaliation, risks of deportation, and lack of recognition under the legal system. Therefore, it is important to encourage remediation practices that consider the contributions from a diverse panel of stakeholders from design through implementation.

To help combat these issues, the IOM, in partnership with The Remedy Project (TRP) is developing potential pilot programming to trial industry-wide Alternative Dispute Resolution (ADR) Mechanisms for the electronics and palm oil sectors in Malaysia to complement state-based mechanisms for remediation of human rights grievances, inclusive of migrant workers unique needs and experiences.

The ADR Mechanism is a collaborative process to resolve worker grievances fairly, expediently, and confidentially through a facilitative and evaluative mediation process. Workers will benefit from better and quicker access to justice, and companies will benefit from a practical and efficient process to identify and mitigate risks early and meet the expectations of their international buyers who are



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increasingly subject to growing regulatory pressures. The mechanism is designed to complement existing judicial mechanisms and enable workers to achieve resolution in relation to their work environment in a fair, accessible, and transparent manner.

The overall objective of this consultancy is to lead coordination and engagement, on behalf of IOM, with key implementing partners and third-party service providers to conduct consultations with companies, trusted civil society organizations, trade unions, and other partners to assess the feasibility of and make informed implementation recommendations for the establishment of an Alternative Dispute Resolution (ADR) in the electronics and then the palm oil sectors. The consultant will also ensure that the feasibility study includes a comprehensive mapping of available grievance mechanisms in Malaysia and relevant countries of origin. While leading these consultations the consultant will also provide technical assistance, conduct research, and lend daily operational support for IOM Kuala Lumpur on outreach and engagement with labour migration stakeholders, including from the private sector and other mission critical tasks as required.

Specific Deliverables

The consultant will provide support for the following areas, in close coordination with implementing partners and third-party service provider(s):

1. Develop and coordinate implementation of a plan to map out existing grievance mechanisms, and key stakeholders necessary for the implementation of industry-wide Alternative Dispute Resolution mechanism(s) in Malaysia for migrant workers.
2. Preparation and coordination of the engagement with private sector actors, which may include, but not be limited to: Multinational enterprises, foundations, recruitment agencies, and business associations, civil society organizations, including trade unions; for the purpose of understanding and mapping grievance mechanisms and potential for industry-wide Alternative Dispute Resolution mechanism(s) in Malaysia.
3. Coordinate with and guide the external research entity tasked to conduct a Feasibility Study on Alternative Dispute Resolution Mechanisms; support the development of relevant stakeholder relationships to prepare for the implementation of an Alternative Dispute Resolution pilot program; and explore related opportunities for project development and resource mobilization
4. Provide other necessary support in project reporting and project development for IOM Malaysia portfolio on labour migration and human development as well as other relevant areas of migration management
5. Provide any further support on an as needed basis.

Required Education and Experience

Education

- Master's degree in Political or Social Sciences, Economics, Law, International Relations, or an equivalent combination of training and experience; or



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- University degree in the above fields with 2 years of relevant professional experience.

Experience

- Experience in research and study on migration, business and human rights topics;
- Knowledge of existing data sources on migration produced by IOM and other key actors;
- Experience in private sector engagement and partnership in her/his previous employment;
- Experience with remediation, assistance to vulnerable populations would be advantageous;
- Experience in organizing trainings and capacity building workshops. Especially, the candidate should demonstrate good knowledge on the IOM Labour Migration initiatives;
- Have a thorough understanding of issues pertaining to human trafficking, slavery, forced labour and labour migration;
- Excellent time management skills and ability to produce outputs as per agreed deadlines;
- Have strong analytical, oral and written communication skills, and report writing skills in English;

Languages

- Fluent in English;
- Other languages are an advantage as some of Migration Data/information may not be available in English.

Other

Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

A prerequisite for taking up the position is legal residency and/or working permit in Malaysia.

How to apply:

Interested candidates are invited to submit their letter of interest and CV via email to vniumkualalumpur@iom.int by 7 April 2021 at the latest, referring to this advertisement.

Only shortlisted candidates will be contacted.

Posting period : 25 March to 7 April 2021
Duty station : Kuala Lumpur, malaysia
Grade : Consultancy
Closing date : 7 April 2021