1. Executive Summary

Request from: ADRA Thailand
Type of Consultancy: Conduct trainings to youth on leadership and advocacy
Type of Program: Migrant Right Advocacy
Agreement Symbol: CSO-LA/2019/412-540
Funding Source: The European Union
Project title: CSO Development for the Promotion and Advancement of Migrant Rights
Project duration: 36 months

Overall Project Objective: Increase social and economic equality of marginalised and vulnerable migrant workers in the greater Mae Sot area, Thailand.

Specific Project Objectives: Strengthen capacity of local CSOs to effectively advocate for improvements in labour/human rights and working conditions for vulnerable migrant workers in greater Mae Sot, Thailand.

Objective of consultancy: The main objectives of capacity building effort are: a) to assess the training needs among selected youth; b) to develop a training module; c) to improve youth’s leadership and advocacy skills through three two-day training workshops.

Approach of the consultancy: 3 two-day capacity building workshops for 30 selected youth

Timeframe for consultancy: September 2020 - January 2021

Target Group for capacity building: 30 migrant youth from all sectors

Background to the Project

In January 2020, Adventist Development and Relief Agency (ADRA) and Human Right Development Foundation (HRDF) started a 36-month Project entitled CSO Development for the Promotion and Advancement for Migrant Rights funded by the European Union that aimed at increasing social and economic equality of marginalised and vulnerable migrant workers in the greater Mae Sot area, Thailand. The project targets 5,000 migrant workers in greater Mae Sot, Thailand.

Thailand is a main receiving country in ASEAN hosting approximately 2 million registered migrant workers. In this regard, it is assumed that 80% of them are Myanmar migrant. Considering the number of female migrants, women migrant workers make up a significant proportion for approximately 50% of total migrant population. In Tak province, Mae Sot and Phob Pra districts are common destination for

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1 Thailand Migration Report 2019
2 IOM, Assessing Potential Changes in Migration Patterns, 2015
Myanmar migrants due to flexibility of border management and the impact of Special Economic Zone that create high demand of labour as well as the growth of agricultural sector. In Mae Sot, there are approximately 375 manufacturing factories locating in the district and it is seen as a pull-factor for migrants to come and seek better economic opportunities. However, migrant workers in the target areas are often encounter with different forms of exploitation and human rights violations, such as limited access to basic social protection and being exploited by employers and officials. Moreover, the agricultural sector in Phop Phra is considered as one of the most dangerous industries for health and safety and it is expected to employ a significant number of child labour.

The major problems facing Burmese migrant workers include: (i) the necessary legislation, policy, and enforcement required to ensure more rights, freedoms and protection from exploitation for migrant workers, are not currently in place. Under Thai laws, migrant workers are not allowed to form labour unions, therefore, they have limited capacity in voicing their concerns. Further, although there has been some law reform to increase protection of migrant workers, enforcement remains at a low level. (ii) Lack of capacity of CSOs to engage in the dialogue process at national level, language barriers, limited resources and travel restrictions, are among major factors that limit the ability of CSOs to engage directly. (iii) Occupational health and safety is another issue affecting migrants, where injuries could be prevented through more effective regulation of the workplace. Migrant workers often encounter with ‘3 D-jobs’, Dangerous, Dirty, and Difficult, making this group highly susceptible to injury. The major health concerns of migrant workers include skeletal or muscular illnesses due to heavy workloads and poor occupational health and safety standards.

It is envisaged that these identified problems will be tackled through the “CSO Development for the Promotion and Advancement of Migrant Rights” project. The stated objective will be achieved by three expected results described below:

- **Result 1**: Improved awareness of and adherence to labour laws among target employers and migrant workers;
- **Result 2**: Enhanced CSO capacity to engage in policy dialogue platforms and networks for migrant rights and advocacy and;
- **Result 3**: Strengthened collaboration between CSOs, local authorities, and private sector to bring about improved labour/human rights for migrant workers.

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**Capacity Building for Selected Youth**

The individual consultant or the consultant team will undertake the following activity proposed by the project under Result 2:

[Activity 2.1.2] Provide three (3) capacity building trainings for selected youth on leadership and advocacy skills.

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3 IOM Flow Monitoring Report, Sept 2018
**Approaches of the Training**

By the end of the training, it is expected that around 75% of the participants will increase knowledge and skills in leadership, communication and advocacy.

Trainings will be conducted through a participatory approach. Training module will be developed by the consultant through consultation with ADRA and the selected CSO partner who is undertaking youth empowerment activities.

**Keys Tasks of the Consultant or the Consultant Team**

The consultant or the consultant team will conduct three training workshops by performing the following tasks:

- Prepare and conduct a training needs assessment among selected youth participants;
- Submit the training needs assessment report (1-2 pages) in English to ADRA;
- Develop the training module in consultation with ADRA and the selected CSO partner;
- Prepare training materials such as presentations in power point or training exercises in English/Thai version for each training session;
- Develop training evaluation tools (e.g. pre-post tests) and administer the tools for each training to monitor the effectiveness of the training;
- Conduct a two-day training for each session with a maximum of 3 trainings;
- Provide a training report within one month after last training session is completed.

Three training workshops will be organized by ADRA and costs related to the venue, food, and participants transportation will be covered by the project.

**Timeframe of the Consultancy**

The training needs assessment is expected to be conducted in September 2020. The first training workshop is scheduled to take place in October 2020. The second and third trainings are planned to take place in November and December 2020. The total payable working days for this consultancy is 15 days.

**Background of the Consultant and Consultant Team**

- At least 5 years’ experiences in areas related to youth empowerment, leadership, advocacy, and communication;
- Experience in working with migrant communities considered beneficial
- Experience in conducting trainings with CSOs or CBOs in Mae Sot, Tak Province considered a plus
- Able to deliver trainings in English or Thai or Burmese language
- Strong English speaking and writing abilities

**Submission of application**

Applications should be submitted no later than 9 August 2020.

Applications in the English language, including i) a resume of not more than 3 pages; ii) a cover letter; iii) a brief proposal to describe how trainings will be carried out; iv) a draft budget outlines consultant fees and associate costs should be submitted by email to chaovalit@adrathailand.org