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# Vacancy Announcement: National Project Coordinator REFRAME

The International Labour Organisation is looking for a dynamic individual to fill the post of National Project Coordinator for Global Action to Improve the Recruitment Framework of Labour Migration (REFRAME)

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Vacancy notice | Colombo, Sri Lanka | 08 January 2018

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## 1. Introduction

As part of the Fair Recruitment Initiative the International Labour Organization (ILO), with the support of the European Commission, is undertaking a three year project titled “Global Action to Improve the Recruitment Framework of Labour Migration” with the ultimate aim of reducing abusive practices and violations of human and labour rights during the recruitment process and maximizing the protection of migrant workers in the recruitment process and their contribution to development.

This project has been designed as a global, multi stakeholder project which combines global action with country-based interventions along selected “migration corridors”.

With the view to achieve its overall objective, the project will specifically seek to:

1. Develop and test fair recruitment pilot interventions across migration corridors;
2. Enhance social partners, business, civil society organizations and the media’s capacities and develop tools to deliver more and better information and services to migrant workers throughout the recruitment process; and
3. Produce and disseminate global knowledge about fair recruitment, including, where relevant, in situations of crisis migration.

The project is located within the ILO Labour Migration Branch (MIGRANT) in Geneva and implemented as a joint project with the Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) and in collaboration with other technical units and concerned regional and country offices.

Under the Objective One, the project seeks to support constituents in target countries to take integrated/articulated action on promoting and implementing fair recruitment policies and practices in line with ILO Fair Recruitment Guidelines. The project will support policy and

legislative reforms, effective awareness-raising activities and better access to information on fair recruitment practices and procedures and mechanisms for access to justice in the selected countries.

The ILO, in consultation with the EU and with relevant constituents will implement one of its pilot interventions in Sri Lanka, with a specific focus on the Sri Lanka– Arab states corridor. Around 93 per cent of the 2 million Sri Lankan migrant workers are concentrated in the GCC and Jordan. The majority of these workers are concentrated in low or semi-skilled occupations, such as domestic work and construction. The private recruitment industry plays a major role in the placements of Sri Lankan migrant workers, though many of these agencies remain unlicensed, while migrant workers often lack representation and are employed under temporary, precarious, and exploitative conditions. While Sri Lanka has a relatively advanced regulatory and institutional framework to govern labour migration, implementation and enforcement capacities remain limited.

The ILO has conducted previous work on labour migration in the country that provides a solid base for REFRAME project to support ILO constituents to improve recruitment law and practices and improve access to fair recruitment option for Sri Lankan migrant workers, especially along the Sri Lanka-Arab states corridor. A national policy on labour migration (NLMP) was officially adopted in 2009 through a tripartite process, with the technical support of the ILO and guided by the ILO Multilateral Framework on Labour Migration. The NLMP includes three overarching themes: governance, protection and empowerment of migrant workers and enhancing the development impact of migration. Since its adoption, a number of mechanisms, guidelines, capacity building tools, training sessions and documents have been prepared by the ILO and the Government to facilitate implementation. For instance, a Code of Ethical Conduct (CoeC) for licensed recruitment agents and licensees was developed and published by the ILO and launched in December 2013 by the Government, with easy to understand guides for licensees being developed. The ILO is currently collaborating with the Government and other international and civil society organizations to strengthen oversight and monitoring of labour recruitment processes, and to further professionalize the recruitment industry.

The National Project Coordinator (NPC) in Sri Lanka will be responsible for implementing the planned activities of the project "Global Action to Improve the Framework for Recruiting Labour Migration (REFRAME)" in the country.

## 2. Reporting lines

The NPC will report to the Country Director in the ILO Country Office in Colombo, with technical guidance provided by the ILO-MIGRANT-based Technical Adviser to the REFRAME project in Geneva and the Labour Migration Specialist for South Asia. The NPC will substantively support the design and implementation of the fair recruitment intervention in Sri Lanka, and will work in close collaboration with the ILO Labour Migration Branch (MIGRANT) and the ILO Decent Work Team for South Asia, as well as staff from the country office and ILO projects beyond to strengthen synergies and facilitate the technical integration of project products and activities.

## 3. Main duties and responsibilities

1. Review and analyse national development plans and priorities related to labour migration, forced labour and fair recruitment, taking into account gender equality issues, as well as reports and other relevant information; provide written analysis on the findings to management.
2. Develop project management tools (e.g. work plan) for the REFRAME project in Sri Lanka, monitor progress of the project and contribute to donor reports and project evaluation.
3. Take the lead in planning and implementing project activities in Sri Lanka, build and maintain relationships with senior officials, coordinate work with ILO's constituents and key stakeholders and serve as a resource person in conferences, technical workshops, and strategic meetings.
4. Draft terms of reference for consultants and service providers, monitor their work and ensure timely outputs.
5. Participate in the development of the research and publications of the REFRAME project. Adapt training material to the national context for capacity building and knowledge sharing and promote a gender approach in publications and material developed.
6. Oversee the programming and control of resources, prepare budget estimates and expenditure forecasts by analysing and monitoring situation of resources as compared to planned activities and making recommendations to management for remedial action.
7. Ensure effective coordination for the timely exchange of financial, technical and administrative data with the Geneva-based project team. Provide due follow-up with relevant departments at headquarters and the regional office and with other project coordinators in other REFRAME covered countries as relevant, ILO constituents and other organizations to streamline project implementation and achieve objectives.
8. Communicate effectively on the objectives, activities and results of the project through periodic reports and information to be published on the ILO project website, as well as other ILO web platforms (e.g., ILO web site on Fair Recruitment and on Labour migration, ILO website in Sri Lanka). Ensure project visibility by drafting press releases, official statements and other public information material, as well as through social media (eg blogging, sharing information via Facebook and Twitter) in accordance with Project visibility plan and the ILO and EU guidelines on the subject.
9. Undertake missions to attend meetings and visit project sites, as necessary.
10. Keep abreast of academic literature on recruitment and labour migration, and identify synergies with ongoing ILO projects and other relevant actors.
11. Ensure the promotion of a gender approach in all activities implemented under the project.
12. Perform other duties as may be assigned by the Country Director.

## Qualifications required:

### Education

- University degree in international development, law, social anthropology, political science or a similar discipline.
- Experience
- At least two years of professional experience at the national level in a relevant occupational area such as labour migration, forced labour, human trafficking, human or labour rights or gender equality.