
International Labour Organization (ILO)**Migrant Rights and Decent Work (MiRiDEW)****Terms of Reference****Consultant to Co-facilitate and Assist to “Design and Implement Training on Gender-Sensitive Reporting on Migration for Nepali Media Personnel”**

Background

Millions of workers are increasingly move within and across borders in search of decent work and better livelihoods. This movement has become a reality to improve their livelihoods and modern options has made it easier, cheaper and faster for them in search of jobs, opportunities and quality of life. On the other hand, poverty, inequality, climate change, gender-based violence and a lack of sustainable livelihoods compel people to leave their homes to seek a better future for themselves and their families abroad.

The media plays a major role in reporting on abusive and deceptive recruitment in the labour migration process and forced labour, sharing positive messages on migrant workers experiences, and contributing to shaping the debates around fair migration, the fight against forced labour and decent work. Numerous reports and articles have documented the recruitment channels used by migrant workers, the working and living conditions in countries of destination as well as stories of migrants before and after their migration experience. Abusive and deceptive recruitment practices, particularly in the labour migration process can lead to forced labour. Migrant workers who borrow money to cover the costs of recruitment are particularly vulnerable to situations of debt bondage linked to repayment of recruitment fees. A clear understanding of links between trafficking, forced labour, bonded labour, child labour, human trafficking and human smuggling is a key knowledgebase to all stakeholders in Nepal which is equally applicable to media persons.

The media has a critical role in presenting and explaining these situations. Inaccurate, biased media reporting can lead to misinformation, and at worst, may be an instigator for discrimination, xenophobia and unfair treatment. Similarly, prospective migrants might take decision based on lack of accurate information or based on misleading information produced by the media. The media are instrumental in shaping public perceptions about labour migration, which can in turn influence policy and practice. Coverage of labour migration tends to focus on cases against migrants and often can unwittingly perpetuate negative stereotypes about migrant workers, especially women, increasing their vulnerability to discrimination and abuse. Further, in several context, women, as those “left-behind” are also subjected negative stereotyping as those who carelessly spend their spouses’ hard earned money or as the main reason for family disintegration.

For these reasons, the International Labour Organization (ILO) through several of its projects globally has conducting three types of activities focused on media:

- i. Under Integrated Programme on Fair Recruitment (FAIR) - the Global Media Competition on Labour Migration and Fair Recruitment (see https://www.ilo.org/global/topics/labour-migration/news-statements/WCMS_715534/lang--en/index.htm) which has a particular focus on recruitment of migrant workers, in collaboration with [Global Action to Improve the Recruitment Framework of Labour Migration \(REFRAME\)](#) project.
- ii. Global tools directed at the media to support quality media reporting on labour migration. In particular, the ILO Toolkit for Journalists for Reporting on Forced Labour and Fair Recruitment (preview available at: <https://readymag.com/ITCILO/1292461/>) in collaboration with BRIDGE, FAIRWAY and REFRAME projects, and the Media-Friendly Glossary on Migration developed jointly with UNAOC (accessible at: https://www.ilo.org/beirut/projects/fairway/WCMS_552778/lang--en/index.htm) . The toolkit has been developed in French, Spanish, English and Arabic (the latter with support from the ILO Qatar and FAIRWAY Projects). The interactive online toolkit was [launched](#) on 30 July 2020, on World Day against Trafficking in Persons. A one-week social media campaign preceded the launch and included video testimonies from media experts, government partners, workers and employer representatives, human rights activists, survivors of trafficking, including from Nepal. Country adaptations of the media toolkit have been developed for Sri Lanka and Pakistan (with support from REFRAME project), Mongolia (BRIDGE project), Viet Nam (FIRST project) and Nepal (with support from FAIR and BRIDGE projects).¹
- iii. National media training programmes are being rolled out to support journalists covering the issue of labour migration, and present ILO's perspective on sustainable and comprehensive solutions to ongoing migration issues. Those programmes make use of the global tools mentioned above, in particular the Toolkit for journalists on Reporting on Forced Labour and Fair Recruitment as well as the Media-Friendly Glossary on Labour Migration.

In Nepal, through the FAIR project ILO has worked with media personnel working at provincial and national level and those reporting from countries of destination as well as media and communication students to strengthen their capacity to report on issues of labour migration. For this the ILO has also adapted the Toolkit on Reporting on Forced Labour and Fair Recruitment as well as the Media Friendly Glossary on Migration in the Nepali context. Further, the ILO has commissioned a study analysing women's representation in Nepali media (pending publication). Recognizing the role of media as a key partner particularly in terms key source of information, ILO Nepal has continued its engagement with media groups working on labour migration through the [Migrant Rights and Decent Work Project \(MiRiDEW\)](#). The main objective of the project is to strengthen support systems of the Government of Nepal in order to better protect the rights of Nepali migrant workers, and boost benefits of labour migration.

A key activity under the project is to advocate for gender-sensitive migration policy. As a part of the advocacy work, the MiRiDEW project aims to conduct a capacity-building programme for Nepal media personnel working on labour migration to strengthen their ability to report in gender-sensitive reporting on labour migration. When media are informed and report on a broad range of migration issues in an exact and sensitive manner, they play an important role in informing and educating the public and helping to confront and counter negative attitudes and behaviours towards women

¹ For more information see the ILO media engagement webpage on forced labour and fair recruitment <https://www.ilo.org/global/topics/fair-recruitment/media-engagement/lang--en/index.htm>

migrants, would promote mobility and labour rights of women in a more nuanced manner, both within the country and abroad.

Scope of Work

The ILO has brought on board a lead personnel to design and implement the capacity building training for media person on gender-sensitive reporting on labour migration. The ILO is now seeking the services of a national consultant to assist in the development of training programme and co-facilitate the trainings. The specific scope of work include

- i. Support the lead consultant to develop a training package which aims to build the capacity of the media personnel to report on recognition of women's work, her rights related to work and mobility, fair recruitment process and legal framework to protect rights of women migrants. The consultant will support in adaptation of the package in the Nepali context.
- ii. Adaption of tools for the training programme in Nepali language and context
- iii. Co-facilitate the delivery of the trainings to Nepali media personnel
- iv. Support organization of stakeholder briefing on the status of gender-sensitive reporting in Nepal and take meeting notes (if necessary).
- v. Assist the lead consultant within the broader scope of the work as necessary.

Key Deliverables

The key deliverable under the project would be:

- i. **Training Tools:** All presentations, handouts and/or other training materials to support the delivery of the training must be developed with wide reference to pre-existing ILO tools for media to ensure consistency. The training tools must be shared with ILO prior to the training for comments. The consultant is also encouraged to develop an impact assessment mechanism to assess the impact of the training.
- ii. **Training delivery:** The consultant will co-facilitate the training to 30-35 media personnel as per the plan. Given the COVID situation, the training is likely to be conducted through virtual or hybrid medium.
- iii. **Presentation for Briefing session with targeted stakeholders (TBC):** The consultant will provide at least 3 separate briefing sessions to editors and selected social partners (TBC). The presentation for the same will be developed in consultation with ILO.
- iv. **Training report:** After the completion of the activities outline above, the consultant will submit to the ILO a report on the activities conducted along with information on must include: training/meeting agenda, gender-disaggregated data of participants and report of assessment of the training

Indicative Time Frame

The tentative timeline for the assignment is expected to start in March 2022 for a total of 15 working days as per the distribution of days below:

Activity	No. Days
Attend briefing with ILO officials	0.5 day

Assist in development training plan and outreach material	2.5 days
Development of training materials and submission for ILO review	5 days
Training delivery	3 days
Technical briefing sessions	2 days
Submission of training and briefing report, presentations and training material	2 days
Total	15 days

The activities and number of days proposed above are indicative only. This can be adjusted in mutual understanding and consideration of rationale as per the need. The technical expert may also propose additional activities with justification. Any changes or additional task will be discussed and decided mutually.

Eligibility and Requirement

The applicant should possess the following requirements:

- **Competencies:**
 - Minimum of university degree (Bachelor's or equivalent) in social science, communication, or related areas
 - Previous experience of working on labour migration, particularly related to gender and migration governance.
 - Previous experience of working in communications
 - Excellent command of written and spoken English and Nepali.
- **Eligibility:**
 - Consultants contracted by the ILO for another task in the duration of the study are not eligible to apply
 - If the applicant is engaged in full-time employment, the applicant will be required to present a no-objection certificate from their employers **upon selection**.
- **List of Documents to be submitted:**
 - Cover Letter indicating an all-inclusive fee per day
 - CVs highlighting relevant experience

Submission and Deadline of Application

Applicants are requested to send an all-inclusive fee per day and their CVs highlighting relevant experience as well as other supporting documents to KTM_Procurement@ilo.org no later than 23:30hrs, 10 August 2022. Please indicate "MIRIDEW_Media Gender Training" in your e-mail subject line.

