TERMS OF REFERENCE
Migrant Worker System Assessment Research Consultant

Position title: Migrant Worker System Assessment Research Consultant
Expected period of commitment: 60 days
Application deadline: 23 April 2015
Location: Male’, Maldives

1. Organization Background

Transparency Maldives (TM) is a non-political organization that endeavours to be a constructive force in society by promoting collaboration and discussion on corruption, transparency and accountability. Our organization seeks to engage with stakeholders from all sectors (government, business, politics and civil society, among others) to raise awareness of corruption’s detrimental effects on development and society, improve transparency and accountability in governance, and eliminate corruption from the daily lives of people.

Transparency Maldives received formal government registration in 2007, and is the National Contact of Transparency International (TI) in the Maldives.

2. Background to the assignment

Funded by Transparency International, the Advocacy & Legal Advice Centre (ALAC) is a centre established within Transparency Maldives office to provide free legal services on corruption related complaints. Since 2012 ALAC has been assisting migrant workers in the Maldives (one of the most marginalised groups in the country) in accessing justice for various issues including human rights violations, immigration and labour related issues, and injustices related to corruption. In order to provide better support draw more migrant workers to seek ALAC services, and by extension engage and empower them to take action TM plans to undertake an assessment. The purpose of this assessment is to increase our understanding of the stakeholders and processes which enable corruption within mechanisms/systems which deal with migrant workers.

3. Purpose of the Assignment

TM is seeking the services of a research consultant to undertake a mapping exercise and an assessment of the state mechanisms and systems which deal with migrant workers, and to identify systemic gaps and loopholes disposed to to acts of corruption. The scope of the research will involve undertaking a mapping exercise will guide a thorough assessment of the anti-corruption legal mechanisms and practices in each of the identified stakeholders in relation to migrant workers.

4. Responsibilities of the consultant:

The Consultant will be expected to:
• collect data using desk review of existing literature, media coverage, policies and legal mechanisms related
to migrant workers,
• develop a detailed map of the stakeholders and overview of the existing anti-corruption legal mechanisms
in relation to migrant workers,
• collect data using participatory methods including focus group discussions with migrant workers,
  interviews with key informants and stakeholder consultations to gain insight into corrupt practices as well
as loop holes in the legal mechanisms,
• conduct case study research on migrant workers,
• develop a survey questionnaire related to migrant workers,
• conduct a multi-stakeholder workshop to discuss the findings of the assessment.

5. Deliverables

• An assessment of the entry points for corruption in state mechanisms/systems which deal with migrant
  systems, including:
  ○ A detailed mapping of the stakeholders,
  ○ overview of the existing legal mechanisms in relation to migrant workers,
  ○ case study research on migrant workers
• Conduct a multi-stakeholder workshop to discuss the findings of the assessment.

6. Duration of the Assignment: two months, with expected start date at the beginning of May 2015. The consultant
  is expected to be based in Malé, Maldives for the duration of the assignment.

7. Reporting
The Consultant will report to the Senior Project Coordinator of the Advocacy and Legal Advice Centre (ALAC) and
work closely throughout the assignment.

8. Competencies

Required

a. Bachelor’s degree in law or social sciences.
b. Ability to research, analyse and synthesise information.
c. Ability to clearly and concisely express ideas and concepts in written and oral form.
d. Knowledge of migrant worker issues in the Maldivian context.
e. Excellent spoken and written English and Dhivehi.
f. Excellent translation skills from Dhivehi to English and vice versa.
g. Good interpersonal skills and ability to set priorities and manage time.

Closing date for applications: Before 0400pm Thursday, 23 April 2015.

Application and selection procedures: Interested applicants are kindly requested to submit a CV, Expression of
Interest stating why the applicant is suitable for the position, the timeframe, fee, and names of two referees to Senior
Project Coordinator, Ahid Rasheed at ahid.rasheed@transparencymaldives.org. Only shortlisted candidates will be
contacted for interviews. If you are short-listed you will be notified by either phone or email.