

## Terms of Reference:

# Development of private sector engagement strategy for ASEAN-ACT program

<b>Location</b>	Homebased
<b>Duration</b>	Anticipated up to 30 consultant days (consultancy period May to July 2024)
<b>Supervisor / Manager</b>	Policy Dialogue & Partnerships Director
<b>Deadline for application:</b>	21 April 2024

## Terms of Reference Summary

ASEAN-ACT is seeking a consultant to develop a private sector engagement strategy to guide the program's approach to engaging the private sector in our counter-trafficking activities. The consultant will review ASEAN-ACT's approach and the private sector's engagement in counter-trafficking and related activities, in the Southeast Asian region and beyond. The strategy will consider ASEAN-ACT's value-add in engaging with, and facilitating engagement of other stakeholders, with the private sector, and the resources that ASEAN-ACT may invest in the approach.

ASEAN-ACT will work with a range of stakeholders and sectors to improve responses to counter-trafficking in its second phase, 2024-2028, and the private sector is one such stakeholder. By understanding the broader efforts to counter human trafficking, including addressing related labour abuse and exploitation, new and expanded areas for cooperation can be considered across sectors and disciplines. There has been limited engagement by the private sector in counter-trafficking, however there is increasing advocacy and acknowledgement that businesses play an important role in prevent and responding to labour abuse and exploitation in its varied forms. This includes evolving human rights due diligence, modern slavery legislation, and business and human rights approaches.

The consultant is anticipated to have knowledge of these trends as well as the private sector and trafficking dynamics in the region to inform and guide ASEAN-ACT's strategy.

## About the program

ASEAN–Australia Counter Trafficking ([ASEAN-ACT](#)) continues Australia's long running collaboration with ASEAN and its Member States to end human trafficking in the region. The program is a ten-year investment principally working to strengthen the justice sector response to trafficking in persons, while advancing the rights of victims. The program has established new partnerships with allied government agencies, civil society, and business. We engage with all 10 ASEAN Member States in some capacity and have national-level programming in Cambodia, Lao PDR, the Philippines, Thailand, and Vietnam. We are establishing programming in Indonesia, and it is currently on hold in Myanmar.

## Program outcomes

The overarching goal that ASEAN-ACT will contribute to is that ASEAN member states have effective justice systems that provide just punishment of traffickers and protect the human rights of victims.

Three end-of-program outcomes together contribute to the achievement of this goal by 2028:

1. ASEAN's planning, monitoring and reporting of ACTIP implementation is increasingly effective, advances GEDSI and upholds victim rights.
2. ASEAN Member States are increasingly capable of implementing their ACTIP obligations, particularly those that advance GEDSI and uphold victim rights.
3. ASEAN's and ASEAN Member States' policies and practices are inclusive, influenced by relevant stakeholders and aligned with the ACTIP.

## Overview of the Consultancy

ASEAN-ACT seeks to develop a private sector engagement strategy to guide the program's engagement with the private sector in counter-trafficking and related activities. This will contribute to a multi-stakeholder approach towards more inclusive public policy in counter-trafficking, and to capacity development in national and regional counter-trafficking responses. ASEAN-ACT's approach to capacity development itself is broad, and increasingly focused on the policy and enabling environment rather than individual level. This capacity development will also be reflected in our engagement with private sector, with a strategy elaborating optimal approaches for ASEAN-ACT to pursue, given the program's resources, objectives and 'value added' principle.

The private sector is a key stakeholder in counter-trafficking and potential partner in preventing and responding to labour abuse and exploitation in its varied forms. Most forced labour is in the private sector and there are sustainability-related concerns, as well as social responsibility, motivating companies to address this issue. Frameworks and policies on human rights due diligence and responsible supply chains are developing globally that require businesses to report on their policies and practices in monitoring, reporting on and addressing violations of human rights in their operations and supply chains. In some jurisdictions these responsibilities are reflected in modern slavery legislation, and companies themselves are also developing their own human rights policies to promote and implement such standards. These trends are likely to continue and place responsibilities on companies to increasingly demonstrate their proactive response to addressing human trafficking and forced labour to which they may directly or indirectly contribute.

ASEAN-ACT works with ASEAN and ASEAN Member States (AMS), civil society and other stakeholders to develop capacities in counter-trafficking, particularly in the justice-related responses. There is regional and national level programming, with the latter engaging with state agencies and NGOs in Cambodia, Lao PDR, Philippines, Thailand and Vietnam. The program has had some initial engagement with the private sector, with entities that contribute to such responses. It is anticipated that our approach going forward will focus on policy engagement and implementation of responses to forced labour in the private sector. With ASEAN and ASEAN Member States as key stakeholders, the strategy is anticipated to consider opportunities and approaches for supporting engagement between the private sector and relevant government agencies, as well as potentially with civil society.

The consultancy is anticipated to provide a strategy for ASEAN-ACT's engagement with the private sector, over the next four years, through to the middle of 2028. There is flexibility in the approach in engaging private sector, and the selected consultant will draw from their experience, research and interviews through this consultancy, to recommend the optimal and most effective approach for ASEAN-ACT's engagement over this period. Given the potential changes and progress over the next four years, there may be more substantial focus in the short- and medium-term rather than the later years of programming.

An overall approach at the regional level is anticipated through this consultancy, and potentially at national levels in one or two countries in which ASEAN-ACT has national level programming

(Cambodia, Lao PDR, the Philippines, Thailand, and Vietnam). Alternatively, there may be grouping of some countries given their profiles as countries of origin or destination. It is anticipated that the strategy will focus on where ASEAN-ACT's engagement can have the most impact, including the potential scale and reach by sector. Affected sectors and countries of destination would be potential factors in these considerations, although a sectoral approach is not necessarily required. In line with ASEAN-ACT's broader approach to capacity development with partners, we will not be focusing on training as capacity building activities, awareness raising or traditional corporate social responsibility type engagement.

## Consultancy Objectives

1. Develop a private sector engagement strategy for ASEAN-Australia Counter Trafficking, with both an overall regional approach and a national focus in selected AMS, with the latter anticipated to focus on one to two countries within ASEAN-ACT's program (Cambodia, Lao PDR, Philippines, Thailand and/or Vietnam).
2. Consult with ASEAN-ACT and relevant stakeholders, identified together with ASEAN-ACT, in developing the private sector engagement strategy.

## Key responsibilities

The consultant will work under the supervision of the Policy Dialogue and Partnerships Director to complete the following responsibilities:

- Develop an inception report for the consultancy with ASEAN-ACT, detailing the approach to developing the private sector engagement strategy, including proposed data collection, based on initial discussion with ASEAN-ACT and review of materials
- Develop data collection approach and tools, to be agreed with ASEAN-ACT
- Conduct desk review on relevant materials, policies, practices and approaches
- Conduct interviews with relevant stakeholders, as agreed with ASEAN-ACT
- Analyse, synthesise and summarise information collected
- Draft strategy report in consultation with ASEAN-ACT, anticipated to be 30-40 pages
- Receive and address feedback from ASEAN-ACT on the draft and finalise strategy report
- Provide 0.5 day briefing to ASEAN-ACT on private sector engagement strategy implementation.

## Deliverables

The consultancy shall be completed within a maximum 30 days commencing on the date of contract signature. The following should be used as a guide.

Item	Deliverables	Indicative Timeframe
1	Inception Report	14 days after contract signing
2	Draft Strategy report and background materials include the following: <ul style="list-style-type: none"> <li>- Executive Summary</li> <li>- Introduction (including scope, methodology and limitations)</li> <li>- Context</li> <li>- ASEAN-ACT's value added in private sector engagement</li> <li>- Approaches to private sector engagement</li> <li>- Key issues</li> <li>- Annexes (list of interviewees, list of documents reviewed, etc.)</li> </ul>	45 days after contract signing
3	Final Strategy report and related 0.5 day briefing for ASEAN-ACT	60 days after contract signing

# Experience and qualifications

## Required qualifications

- Post graduate degree (or equivalent university degree and experience combined) in social science, ASEAN studies, public policy, or relevant areas.
- Over 5-years' experience in a development-related field, program design, program management or program implementation.
- A solid understanding of trafficking in persons issues within the ASEAN region and private sector engagement in addressing forced labour.
- Knowledge and experience in working with private sector in sustainability, particularly as related to forced labour and related issues, ideally in areas of policy and due diligence preferred.
- Ability to provide clear, succinct, and quality report in English.
- Strong research, consultation, and analytical skills.

## Evaluation criteria

Item	Criteria	Maximum score
<b>Technical assessment</b>		
1	Responsive to the consultancy objectives, responsibilities and deliverables	20
2	Relevant experience of the consultant in conducting similar work	30
3	Proposed approach to the consultancy	30
<b>Financial assessment</b>		
4	Cost proposal to complete the consultancy	20
	Total score	/100

## How to Apply

Send an e-mail to [recruitment@aseanact.org](mailto:recruitment@aseanact.org) indicating 'Private sector engagement consultancy' in the e-mail subject, and attaching the following:

- **Technical Proposal** (5-pages max) detailing the consultant's approach to the consultancy, including the proposed report structure, references. Include a proposed timeline to complete the consultancy.
- **Financial proposal** including number of days and daily rate to complete the consultancy. Include a budget indicating any direct reimbursable expenses required to complete the consultancy.
- **Summary of Experience** including Curriculum Vitae and examples of similar consultancies undertaken and sample of 1-3 reports.

ASEAN-ACT is committed to achieving workplace diversity in terms of gender, nationality, and culture. Individual from minority groups, indigenous groups, People with a disability, women and ASEAN nationals are strongly encouraged to apply.

All applications will be treated with the strictest confidence.

Due to the expected volume of applications, only candidates under positive consideration will be notified.

## Other Information

Amendments to the position's terms of reference may be made during the period of the engagement as required.

DT Global Asia Pacific Pty Ltd is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, sex, sexual orientation, veteran status, gender identity, or national origin. DT Global Asia Pacific Pty Ltd prohibits discriminating against employees and job applicants who inquire about, discuss, or disclose the compensation of the employee or applicant or another employee or applicant.

Our organisation is committed to child protection and safeguarding the welfare of children in the delivery of our international development programs. Recruitment and selection procedures reflect this commitment. We are committed to safety and the prevention of sexual abuse and harassment, child protection and bribery prevention.

We want to engage with the right people to deliver our client programs. As part of our approach you will be subjected to formal background screening, criminal record checks, employment verification, and periodic compliance checks. All our staff receive safety, compliance and safeguards training and are responsible for contributing to a safer working culture.

## About DT Global

DT Global partners with communities, governments, and the private sector to provide award-winning, technical expertise focused on promoting local leadership and global accountability to deliver innovative, sustainable, data-driven solutions and inclusive development.

Our business has a global presence—almost 2,500 staff and experts in over 100 countries—and a strong commitment to use and build local capacity and empower local voices. We meet communities on the development spectrum and help them navigate to where they want to be.

Our expertise covers a range of practice areas, including Economic Growth, Environment & Infrastructure (with the focus on sustainable infrastructure), Governance, Human Development, Conflict Prevention, and Stabilisation & Transition.

DT Global—launched in 2019—is built on legacy companies AECOM International Development's Services Sector, Development Transformations, IMC Worldwide and Cardno International Development. Together, we bring over 60 years of experience, relationships, networks and technical excellence to improve lives around the world on behalf of our partners, clients, and stakeholders. To fulfill its profit-for-purpose mission, DT Global is a key donor to the DT Institute, an independent not-for-profit organisation, in support of DTI's efforts to test new ideas or expand on donor partner priorities with the aim to improve as many lives as possible.

With corporate offices in Australia, USA, the United Kingdom, and Spain, in addition to project field offices around the world, DT Global implements projects funded from a wide array of clients, including DFAT, MFAT, DFID, USAID, EU, NC, and other public and private stakeholders. We value learning, research, and rapid program adaptation in response to changing realities on the ground. Together with our global team of experts, we are building technical capabilities across sectors in order to deliver high-quality interventions and transform lives around the world.

For more information, please see [www.dt-global.com](http://www.dt-global.com)