

Terms of Reference

Develop Learning Paper on Provincial Level Implementation of Thailand's National Referral Mechanism – Chiang Rai and Sakaeo

Date: 19 December 2024

Background on World Vision Foundation of Thailand

World Vision Foundation of Thailand (WVFT) is a humanitarian, development, advocacy non-profit organization registered locally in Thailand. Since its inception, WVFT has maintained significant presence in communities across the 4 regions of Thailand. Aligning our approaches with national strategies, WVFT implements integrated and multi-sectoral programs, using sustainable approaches and evidence-based models, fostering sustainability and community ownership.

World Vision has been an implementing partner on the USAID Thailand CTIP (TCTIP) Project since project inception in October 2017. During the first phase of the project from 2017-2021, WV implemented activities in at the provincial level in Chiang Rai, Surat Thani, Trat and Sakaeo provinces. In the second phase of the project, from 2022-2026, activities have been implemented in Chiang Rai, Tak and Sakaeo provinces. Under IR3, WV has worked with provincial MDTs, ATIP Committees and other provincial government agencies and CSOs to improve the victim identification process protocol and strengthen the protection system for victims and vulnerable migrants. Since 2022, WVs implementation on the TCTIP project has been focused on providing technical and coordination support for policy implementation of **Thailand's National Referral Mechanism (NRM)**, the Greater Mekong Sub-Region (GMS) **Transnational Referral Mechanism (TRM)**, and the Royal Thai Government's (RTG) implementation of the **2019 Forced Labor Amendment** to Thailand's TiP statute in Chiang Rai and Sakaeo provinces.

Background information & context

National Referral Mechanism (NRM)

In Thailand, the RTG – in partnership with international organizations and civil society – have been working to build a NRM. Central to this effort are the development of capacities around victim identification, victim-centered case management, gender-sensitivity, and support towards sustainable (re)integration for trafficked persons. While efforts at a central level to strengthen guidance, referral systems, and coordination are ongoing, capacities of practitioners at provincial level remain uneven.¹ Misunderstandings about the foundations of anti-trafficking – for example, around the definition of trafficking and the purpose of support services – are compounded by relatively frequent staff turnover amongst practitioners.² The recent trend of a 'scamdemic' in the GMS has only exacerbated these capacity gaps – with reports of mis-identification and under-identification, as well as concerns of criminal proceedings against victims of forced criminality well documented.³

¹ See P5, [Review of Models of Care for Trafficking Survivors in Thailand](#), Winrock International.

² See P545, [Trafficking in Persons Report](#), U.S. Department of State

³ For example see [UNODC](#) and [UNDP/World Vision](#).

Since the NRM's endorsement and formal rollout in 2021, significant progress has been made, including the establishment of screening centers in a number of provinces, the development of standardized screening tools from MSDHS, Immigration and the Department of Labor Protection and Welfare and greater clarity on roles and responsibilities and authority for decision making, including assigning case managers (CMs) and Competent Authorities (CA) for collecting evidence and making final determinations on victim status, following a reflection period. Despite this progress, gaps remain, primarily at the screening stage with misunderstanding of TIP among some officials responsible for initial screenings and the limited involvement of civil society in the screening and/or identification process. Frequent staff turnover/reassignment remains a persistent challenge.

WVs activities to support the NRM have included providing targeted capacity building to first responders, MDTs and case managers responsible for victim screening and victim identification; participating in victim screening interviews and filling capacity gaps in supporting first responders; supporting the development of multi-agency provincial anti trafficking in persons plans; providing needs based and demand driven trainings to government shelter staff responsible for providing survivor support and assistance services and; providing direct support to survivors in partnership with several government shelters.

Learning Paper

Under the USAID Thailand CTIP project, WV is developing a learning paper on NRM localization, to identify both good practice and challenges in national referrals. This learning paper will address the following questions:

1. What are the key practices that have contributed to the effective localization of the National Referral Mechanism (NRM) in Chiang Rai and Sakaeo provinces.
2. How have local stakeholders, including government and civil society, adapted the NRM to the specific needs of their provinces.
3. What role has collaboration among various actors (e.g., law enforcement, social workers, NGOs) played in the NRM implementation at the provincial level.
4. What are the primary challenges faced during the implementation of the NRM at the provincial level in Chiang Rai and Sakaeo.
5. What barriers exist in ensuring effective coordination between national and provincial levels for NRM implementation.
6. What lessons can be drawn from the experiences of Chiang Rai and Sakaeo in implementing the NRM that can inform future localization efforts.
7. What policy recommendations emerge from this study to improve the effectiveness and sustainability of the NRM at both national and provincial levels.

Tasks

The consultant will undertake the following tasks:

- Develop an inception report highlighting the data collection methodology and tools, data analysis process, conceptual framework for learning papers, and timeline
- Arrange FGD/KII and/or other data collection methodologies with target participants
- Conduct data collection with key stakeholders, including but not limited to; PSDHS, Immigration Police, Police, Provincial Labor, Provincial Employment, Provincial Labor

Protection and Welfare, NGO/CSOs, Welfare Protection Center for Victims of Human Trafficking and others.

- Develop draft learning paper
- Finalize learning paper based on feedback from WV, including final packaging and design

Deliverables/Outputs

Deliverable	Estimated Time to Complete	Due date for completion
NRM Learning Paper		
Inception report, including development of data collection tools	7 days	March 1, 2025
Data collection	10 days	March, 2025
First draft of learning paper due (copy only – English)	6 days	1 May, 2025
Final learning paper due (full package – English and Thai)	7 days	1 June, 2025

Accountability

The service provider/contractor will commence the assignment in overall supervision and will report directly to the Grants Management Department Manager, World Vision Foundation of Thailand.

WVFT will have the following responsibilities:

- (i) Provide relevant documents;
- (ii) Provide contact details of key informants and/or relevant government agencies to be interviewed or to participate in the data collection
- (iii) Discuss and agree on the methodologies of the assignment; and
- (iv) Monitor and evaluate the progress of the assignment.

The ToR may, by mutual consent, add, modify, amend, or delete provisions to the ToR, including requesting additional tasks not specified in this ToR. The ToR shall remain in force and effect unless terminated by mutual consent of both parties. The ToR has the effect of automatically terminating on 1 July, 2025, unless extended in writing by both parties.

Location and official travel involved

The consultant will be home based, with the option to work from WVFT office if requested. The consultant will be provided with a workspace and internet access while at the WVFT office. As per need, there is an expectation that there will be travel to several provinces/districts in Thailand in order to oversee the data collection.

Key competencies, technical background, and experience of the consultant(s)

- Minimum of Master’s degree in International Development, social sciences, law, or other related discipline;
- At least 5 years of experience working in development organization, development firm, or with INGOs, or academic sector;

- At least 3 years of experience working on human mobility, i.e., migration and displacement, human trafficking, or migrant exploitation;
- Proven knowledge and experience in research and analysis, including in analysing and synthesising quantitative and qualitative data.
- Previous experience developing learning and/or knowledge products for institutional audiences
- Operating language: English/Thai

Payment

The contract will be based on Lump Sum.

The Service provider/consultant(s) must send a financial proposal based on a Lump Sum Amount. The total amount quoted shall be all-inclusive and include all costs components required to perform the deliverables identified in the TOR. The contract price will be fixed output-based price regardless of extension of the herein specified duration. Payments will be done upon completion of the deliverables/outputs and as per below percentages:

Deliverable	Payment amount
Learning Paper on NRM Implementation	100%
Total	100%

How to apply:

Proposal Submission Guideline/Required Documents:

- Budget proposal
- CV(s) of the proposed consultant(s) including previous publications
- For organizations: organizational capacity statement and copies of registration certificate

Proposals should be submitted via email to **Amaralak Khamhong** Amaralak.Khamhong@wvi.org

Deadline for proposals is 31 January 2025