



EUROPEAN UNION



Ministry of Foreign Affairs of the Netherlands

**INTERNATIONAL LABOUR ORGANIZATION
THE OFFICE OF THE ILO LIAISON OFFICER**

Call for Expression of Interest ILO/YGN/18/18

22 May 2018

Position Title:	Cartoonist
Organization:	International Labour Organization (ILO)
Technical Cooperation Programme:	The Myanmar Labour Market Governance Programme
Location:	Yangon, Myanmar
Type of contract	External Collaborator or Purchase Order (PO)
Source of Funding	EU & Netherland
Duration:	01 – 07 June 2018
Closing Date:	29 May 2018
Applications Details:	<p style="text-align: center;">Application to International Labour Organization 01 2336538, 2336539 Ext: 226 ILO Yangon No. 1(A), Kanbae Road, Yankin Township Yangon – Myanmar. or via email to yangon@ilo.org</p> <p style="text-align: center;"><i>Only short listed individuals or company will be contacted for further consultation process.</i></p>



Terms of Reference

Cartoonist

Development of cartoons in Information leaflets on the new minimum wage

01 -07 June 2018

Background

1. OBJECTIVES OF THE ILO-MYANMAR LABOUR MARKET GOVERNANCE PROGRAMME

The Initiative to Promote Fundamental Labour Rights and Practices in Myanmar (the *Labour Rights Initiative*) was formally launched by Myanmar, the United States, Japan, Denmark and the International Labour Organization in November 2014. The European Union joined in May 2015. This *Initiative* seeks to support the promotion of fundamental labour rights and responsible business practices. Specifically, the Initiative will (1) develop a multi-year labour law reform plan to build on the legislative progress already made by Myanmar, (2) support institutional capacity building in line with identified priorities, and (3) provide a forum for domestic and international stakeholder engagement and input.

The ILO-Myanmar Labour Market Governance Programme will support the Myanmar Labour Rights Initiative by attempting to contribute to the ongoing labour law reform process in Myanmar through strengthening the capacity of the Government, employers and workers organizations in developing a labour law framework and its application.

The overall objective of this Programme and the Myanmar Labour Rights Initiative is "To improve labour market governance through legislative and institutional reforms".

The specific objectives are as follows:

- (i) To assist the tripartite constituents in ensuring that laws or regulations are aligned with relevant International Labour Standards (ILS)
- (ii) To develop a labour law framework that is cohesive and based on social dialogue principles
- (iii) To contribute to enhanced capacity building of labour market institutions to develop coherent laws and promote compliance and application
- (iv) To build the capacities and confidence of the social partners to engage in social dialogue for labour law reform and sound industrial relations

This Programme is financed by the European Union and the Netherlands.

2. MINIMUM WAGE IN MYANMAR

The Minimum Wage law was enacted on 22 March 2013 and corresponding rules were issued by the Union Minister of the Ministry of Labour on 12 July 2013. It came into force on 4 June

2013. Under this Law, a National Minimum Wage Fixing Committee was set up comprised of representatives of Government, labour organizations, employers and minimum wage experts.

To set up the minimum wage for the country, the Committee conducted a round of consultations with the employers and workers nationwide, with the technical assistance from the ILO. As a result, the Committee proposed the minimum wage at the rate 3,600 Kyats per day (450 kyats per hour), which was subsequently adopted and announced by the Government. This was the first time that Myanmar has set a national minimum wage.

The new National Minimum Wage Committee was formed in 2017 to undertake the first review of the minimum wage. Following a round of consultations with the employers and workers with the technical assistance from the ILO, the Committee proposed the new minimum wage rate at 4,800 kyats per day (600 kyats per hour) in December 2017. And this proposal was adopted by the Government and announced on 14 May 2018, to be effective as of this date.

When the first-ever minimum wage was introduced back in 2015, disputes over minimum wage were reported to occur. The lack of legal clarity on what exactly constitutes “minimum wage” and also the absence of written employment contracts at that time partially contributed to the rise in such disputes over minimum wages. Learning from the past experience, the ILO has been proactively working with the tripartite constituents to develop strategies to prevent or minimize similar disputes from occurring ahead of the implementation of the new minimum wage. And it was agreed that the ILO can make a meaningful contribution by developing information leaflets on the new minimum wage which provides clear and essential information about what employers and workers should know or “do’s and don’ts” about the new minimum wage. Ideally, such information leaflets will be jointly published by the Ministry of Labour.

Objectives of the assignment

1. The present assignment involves assisting the ILO Yangon in creating cartoons to be used in information leaflets which provides clear and essential information about what employers and workers should know or “do’s and don’ts” about the new minimum wage.

Methodology

2. The cartoonist will report to the ILO Liaison Officer in Myanmar and work under the technical supervision of the Chief Technical Advisor (CTA) of the Myanmar Labour Market Governance Project of the ILO Liaison Office in Myanmar (ILO Yangon).
3. Discuss the concept of the cartoons to be produced with the communication consultant and the CTA of LLR project.
4. Based on the discussion and following the indication of the communication consultant and the CTA, produce and adjust if necessary cartoons, color.

Expected outputs

5. Create five cartoons which support and highlight in the information leaflet about what employers and workers should know or “do’s and don’ts” about the new minimum wage.

Time frame

6. To be completed in 5 working days over the period 01 June – 07 June 2018.

Budget and Payment Terms

7. Service fees: at the rate of USD 30 per cartoon x 5 = USD 150.
8. Terms of contract
 - a. 20% on the signing of the contract.
 - b. 80% upon submission and validation of output.

Qualifications

9. 1st Level University degree in Arts, Graphic design or equivalent experiences.
10. At least 2 years of experience working in the field of arts or graphic design.
11. Must provide samples of work done especially in development area in the past.
12. Experiences of working with development agencies would be an asset.

Deadline & submission

The deadline to submit expressions of interest is by close of business on 29 May 2018, Tuesday, sent by e-mail with the subject header “Cartoonist (LLR), email to: yangon@ilo.org.