United Nations Development Programme
International Labour Organization
India

Vacancy Notice No. 05/2006:

Post Title: Training Officer, Kollam (TO/KOL)

Project: Restoration of livelihoods through existing and new jobs in the tsunami-affected areas, India

Duty Station: Kanyakumari District, Tamil Nadu, India

Starting Date: As soon as possible

Duration: 12 months (renewable up to 36 months)

Type of Contract: SSA

Salary: Equivalent to USD 1,000 in INR per month

Closing Date: 10 February 2006

Background:

The tsunami that hit the Andaman and Nicobar Islands and the coastline of mainland India on 26th December 2004 caused devastating damage. According to Government of India (GoI) reports, 10,749 people in India lost their lives, 6,913 were injured, and many went missing. At the request of the Government of India, a Joint Assessment Mission (JAM) by the United Nations (UN), the Asian Development Bank (ADB) and the World Bank took place in February 2005, which estimated material damages to be worth an approximate USD 660 million with another USD 410 million loss in the affected coastal districts of Andhra Pradesh, Kerala, Tamil Nadu and the Union Territory of Pondicherry.

The United Nations Country Team (UNCT), responded to the immediate needs of people affected by the massive devastation, through developing a “Recovery Framework in Support of GOI for a post Tsunami Rehabilitation and Reconstruction Programme” in March 2005. This framework document has been endorsed by the
GOI as the guiding strategy for the UN for tsunami response, and a Joint UN Tsunami Coordination Centre has been established in Chennai to support the activities carried out under the Framework. Livelihoods restoration is a key component of the framework for which ILO has been given the leadership in design and implementation.

The tsunami-affected communities

The fishing communities in the coastal areas of Tamil Nadu were, already before the tsunami struck, characterised as backward and low in social indicators. Adult literacy in marine villages of Tamil Nadu stands at 64.47% against the state average of 73.4%, with a sex ratio of only 957 females to 1,000 males (an indicator of the status of women) against the ratio for the state of 985. Population in these areas grows much faster than elsewhere, at 2.9% per annum against the state average of Tamil Nadu of 1.12% and the national average of 1.91.

The fisheries resource has come under increasing pressure during recent decades as the active fisher population (of Tamil Nadu) grew by 8% per year between 1986 and 2000, more than doubling the number. There are few industries and the options for school leavers are extremely limited. In addition, youths of the fishing communities show high dropout rates, as many have traditionally preferred to go fishing or take up odd jobs on the beach instead of completing their schooling. However, as a direct effect of the tsunami and other recent calamities such as tidal waves and flooding after torrential rains, there is now an expressed wish among many people to move away from the dangers of fishing and living close to the beach. This is not least the case among the young people.

Fishing being the dominant industry along the coast, its destruction by the tsunami badly influenced all communities within the vicinity, whether directly involved in fishing or not. Many had fisheries-related jobs or businesses that suffered as a consequence when the whole local economy went into a serious slump. Many jobs were lost, including those of labourers on the trawlers, typically without the affected people being offered any compensation since their losses – jobs and livelihoods – were not in the form of physical assets such as boats and nets.

Livelihoods Restoration Strategy

The coastal fisheries resource has been depleted due to overfishing over many years, not least as a consequence of growing numbers of trawlers from India and from abroad. Most recently, the in-shore fleet capacity is reported to have grown even further as a large number of traditional wooden catamarans were converted, through tsunami recovery assistance, into fibre-reinforced-plastic vessels and fitted with outboard motors.

The overall livelihoods strategy therefore implies making the resource base for the fishing occupation more sustainable through reduction and improved practices on the one hand, and relieving the pressure by getting many people away from fishing through alternative employment on the other. In addition to poor catch, many fishers

1 Tamil Nadu Human Development Report 2003
2 Aide-mémoire from First Joint Review Mission to Tamil Nadu and Pondicherry (World Bank, ADB, IFAD, UN), September 8-16, 2005.
are being resettled so far away from the beach that they are compelled to look for alternative livelihoods in their new settlements. Moreover, the strategy must be inclusive and target the whole coastal communities whether directly or indirectly dependent on the fishing occupation. Measures to revive the local economy are essential in this context in order that activities aimed at the restoration of livelihoods take place within a sustainability (medium to long-term) perspective.

The programme to promote alternative sources of employment and income, and diversification of the local economy, will apply a two-track approach:

- **The fast track**: Quick impact activities to improve conditions within the more traditional activities of the coast, which can be addressed with limited assistance. Women’s self-help groups will be in focus of this component, and the main partner organisations are trade unions, employers’ organisations, and NGOs. Activities will primarily cater for the local market. Fisheries-related enterprises will be promoted, but other sectors with growth potential will also be identified. The support will include basic tools, skills development, vocational training and basic business understanding, with a view to create or strengthen collective groups as enterprises.

- **The long haul**: The target group here consists of male and female youths. The coastal areas are faced with a youth employment crisis, and the best means of support to many families in the long run are to provide their children with skills that will ensure them either wage employment in the growth sectors, or the capacity to create their own businesses. Training activities will be based on growth sectors identified through extensive market surveys. Local training providers will be supported to develop competency-based curricula within the selected sectors, and links to enterprises will be established through the employers’ organisations.

It is in this context that the UN Country Team is seeking a National Training Officer for Kollam District (TO/KOL) – to work on vocational training and skills development within the livelihoods component, which entails on a daily basis: (a) assisting in the implementation of activities under the long haul skills development projects; (b) initiating and supporting for the “quick impact projects”; (c) liaising with the enterprise development activities in Kanyakumari District in Tamil Nadu under the Start-and-Improve-Your-Business (SIYB) component; (d) promoting synergies between the components; (e) promoting good cooperation between the ILO-assisted activities and the other activities by the Joint UN Country Team; (f) maintaining links and liaising with local authorities, workers’ and employers’ organizations, NGOs, and civil society in Kerala.

**Duties and Responsibilities**

An Inter-Agency Agreement (IAA) has been signed between the UNDP and the ILO to denote the rights and responsibilities of the two agencies with regard to the Livelihoods Component of the Framework. Under the IAA, the TO/KOL will be on contract with the UNDP as the “Administrative Agent” (AA) of the project, report to the UN Coordinator at the Joint Chennai Office on all administrative matters, and
receive all necessary administrative and logistical support from the same to carry out
his/her duties efficiently.

On all technical matters the TO/KOL will report to the ILO as “Participating Agency”
(PA), under the overall supervision of the Director of the ILO Subregional Office for
South Asia (SRO), with technical guidance from the ILO Sector Specialists in the
SRO and in collaboration with relevant SRO Programme staff. The TO/KOL will
work under the direct supervision of the ILO National Project Coordinator
(Livelihoods) – NPCL – stationed in Chennai, and in close cooperation with other
ILO project staff engaged in tsunami response, as well as with the Joint UN tsunami
recovery team.

The TO/KOL will have the following tasks:

- Maintain links on a daily basis with colleagues in the Joint UN Team, and
  regular contacts with project partners and stakeholders to ensure good
  exchange of information promote synergies between the different programmes
  and projects;
- Assist on a daily basis in the implementation of the strategy towards the
  revival and diversification of livelihoods in the tsunami affected areas;
- Help to identify appropriate income generating options through self-help
  groups, NGOs and other partners and developing and implementing a strategy
  to enhance livelihood options of the people in the affected areas;
- Help to implement the strategy for longer-term skills development particularly
  for youths with the aim to integrate them in the larger economy;
- Help to identify appropriate training providers and prepare agreements and
  contracting instruments for outsourcing of training;
- Liaise with the entrepreneurship and small enterprise development component
  (SIYB) in Kanyakumari and help introduce a similar programme in the
  tsunami-affected areas of Kollam;
- Assist in the implementation of activities according to plans, monitoring the
  outputs, reporting and revising plans as necessary;
- Provide support to outsourced participatory socio-economic surveys on target
  population;
- Provide support to carrying out market surveys to identify employment
  opportunities in industry, agriculture, trade and service sector of the local
  economy, availability of market linkages, access, etc.;
- Cooperate with SRO specialists to ensure coherence of approach and
  upholding ILO values and principles of decent work;
- Provide inputs as required and as appropriate to other components in the
  UNCT framework response as well as programmes of governments and other
  partners to enhance the livelihood outcome in the affected areas;
- Coordinate with other ILO-assisted projects under the livelihood component;
- Provide inputs to progress reports and other management information as
  required by the NPCL;
• Interact with ILO social partners, cooperatives, and ultimate beneficiaries for intensifying implementation and networking set-up;

3. Qualifications

• Degree or diploma in social sciences, economics or business management, preferably supplemented by a good knowledge of labour issues related to informal economy;

• Experience in disaster assistance and/or development work in the fields of alternative livelihood creation, skills development, enterprise development, capacity development, local economic development at the local (implementing) levels;

• Ability to assess training needs of the different target groups and to devise training strategies/interventions;

• Ability to understand how to link business development, technical/vocational, and microfinance skills together in a Local Economic Development context;

• Ability to work independently in the field;

• Good interpersonal skills, able to form alliances and deal with people from a variety of backgrounds (villagers, the UN system, NGOs, private sector, government officials, trade unions, employers’ organizations, etc.);

• Experience in trade union movement, knowledge on industrial relations, and good interaction and networking with trade unions and employer’s organizations is an advantage;

• Good drafting skills in English with experience in writing progress reports, take minutes from meetings, and writing documents as required;

• Computer skills at advanced user level;

• Sensitivity to gender equality and diversity issues and proven competence in mainstreaming those concerns into policies, strategies, projects and activities are necessary.

• Proficiency in written and spoken English and Tamil are necessary. Knowledge of Malayalam will be an advantage;

The ILO is an equal opportunity employer. Applications from women and men are equally valued.

4. INTERVIEW AND WRITTEN EXAMINATION

Only prospective candidates will be interviewed and may also be required to do a written examination.
APPLICATIONS

Applicants should send their curriculum vitae/resume to the address below. Applications must include precise information on education, work experience (name of organization, starting and ending dates, work performed, name of supervisor and contact), and other relevant experience and skills. Applicants are encouraged to give the names of three references. Applications from women are encouraged. No candidatures will be accepted after the closing date.

Applications should be sent to the following address mentioning the vacancy announcement reference (Ref: 05/2006) on the envelope:

Director, Subregional Office for South Asia – New Delhi
International Labour Office,
India Habitat Centre
Core 4B, 3rd Floor
Lodi Road
New Delhi - 110003
E-mail: recruitment@ilodel.org.in

[Signature]