

## Child Safe Tourism – Capacity Building Advisor Yangon, Myanmar

*This assignment has been negotiated in good faith with the Partner Organisation, and the information contained was correct at the time of acceptance of the request.*

*However, while we take responsibility for matters under our direct control, all assignments and arrangements are subject to change due to the inherent low levels of predictability in developing country environments. This assignment may be amended or withdrawn to reflect changes in circumstances.*

### GENERAL DETAILS

<b>Assignment Title</b>	Child Safe Tourism– Capacity Building Advisor
<b>Partner Organisation</b>	Conyat Create
<b>Website of Partner Organisation</b>	<a href="http://www.conyatcreate.com">www.conyatcreate.com</a>
<b>Duration of Assignment</b>	12 months
<b>Start Date</b>	
<b>Assignment Code</b>	
<b>Australian based Project Lead</b>	Fiona Williams
<b>Myanmar based Project Coordinator</b>	Yin Yin Thatun

### 1. PARTNER ORGANISATION OVERVIEW

Conyat Create Myanmar – details

Conyat Create Pte Ltd is the first women-led sustainability consultancy and social change agency registered in Myanmar. We work to empower businesses from the bottom up to create change, to help them identify and address their environmental and social risks and opportunities. Our national and international consultants' expert team work hand-in-hand with businesses in an effort to move them along a globally and socially responsible path. We equip businesses to tell their stories and reveal their impact along the way. Based in Yangon, Conyat Create was born out of the desire to yield meaningful connections and lasting solutions in Myanmar's transitional setting.

Key SDGs that we support include the following:

- SDG 5 Gender Equality
- SDG 13 Climate Action

- SDG 15 Life on Land
- SDG 17 Partnership for Goals

Our key services include but are not limited to:

- Stakeholder engagement and analysis at all levels, including stakeholder identification and mapping methods as well as context-sensitive engagement approaches;
- Context-specific development and implementation of grievance redress mechanisms;
- Tailored research with in-depth data analysis, on field research and data preparation as well as analysis;
- Context-specific adaptation of communication methods to engage with communities and the public;
- Development and implementation of Corporate Social Responsibility (CSR strategies with a focus on KPI measurement);
- Customized capacity building programs adapted to our clients' needs using community effective tools and methods.

We have significant experience in working and collaborating with NGOs, CSOs, local communities, private sector actors, sub national and national government officials in Myanmar. Conyat Create has worked in the following sectors:

- Hydropower
- Tourism
- Agriculture
- Construction
- Oil and Gas

At Conyat Create we understand sensitive aspects and have the capacity to address challenges in an effective and efficient way. Our core strengths include the following:

- Employ professional and locally adapted communication tools to optimize stakeholder engagement processes. This can include cartoons, posters, videos etc.
- At all times, we emphasize a sustainable long-term approach and highlight their importance of information sharing, transparency and effective communication with our clients and the affected stakeholders.
- Guide our clients step-by-step through consultations, engagements and trainings and are flexible to customize and adapt our approach to our clients' needs.
- Strong ties to local communities, Non-governmental organizations (NGOs) and Civil Society Organizations (CSOs) allow us to leverage our networks at any time in several regions across Myanmar. This approach permits us to access local networks and community level engagement.
- We recognize the opportunity we have to influence, lead and learn. We value working with

different communities, each with their own set of challenges, building an ecosystem of shared knowledge and approaches to overcoming the barriers that our communities face.

## **Travelife**

Conyat Create has recently been awarded the contract to implement the Travelife Certification Process institutionalizing environmental and social standards across the tourism sector. We are now responsible for training tour operators instilling a sustainability culture that enables them to conduct and support responsible tourism. Part of this process is to ensure tour operators and suppliers linked to tour operators are aware of and support ECPAT standards on child protection, in addition develop policies and procedures related to child protection in the tourism sector.

Since the nineties, many tourism and travel organizations have been taking a stance against the sexual exploitation of children within the industry by working closely with ECPAT (End Child Prostitution, Child Pornography and the Trafficking of Children for Sexual Purposes). ECPAT, a Dutch member of an international organization that is globally committed to protect children against sexual exploitation, offers travel organizations support in the implementation of The Code (The Code of Conduct for the Protection of Children from Sexual Exploitation of Children in Travel and Tourism). Travelife has developed educational materials, fact sheets, and resources for tourism businesses to help protect children against sexual exploitation.

Travelife focuses on raising awareness of the problem of the sexual exploitation of children in the tourism sector, building capacity of the operators to recognize and report such cases, and on applying the accommodation policies for tour operators' suppliers to reflect policies concerning the protection of children.

## **2. ASSIGNMENT OVERVIEW**

The Child Safe Tourism Building Advisor will assist Conyat Create to develop training modules and deliver or co-facilitate training sessions for the tourism sector in Myanmar, applying a strengths-based and child rights approach to this capacity building activity. In addition, the Advisor will help design communication and advocacy campaigns to increase awareness on responsible tourism.

The assignment will support a variety of actors in the tourism sector in Myanmar, such as hotels, tour operators, tour guides and destination management companies, to build capacity and awareness in responsible tourism and volunteer tourism and prevent practices that put children at risk of harm.

The assignment will also support those working in the tourism sector to develop and implement child safeguarding policies as part of their core business and corporate social responsibility strategies. This will help to protect children from exploitation and abuse in tourism and volunteering and strengthen broader child safeguarding systems and practices.

This AVI assignment will support the Child Safe Volunteering Hub in Myanmar to achieve its aims to promote responsible volunteering practices, ensure the rights of all children to protection from harmful volunteering and tourism practices, and enable systems change to strengthen child safeguarding outcomes.

### **3. ASSIGNMENT OBJECTIVES**

- Develop a training approach and materials to support the training modules provided by Travelife for the tourism sector that are locally contextualised;
- Adapt the training modules for content and presentation in Burmese with the support of national staff;
- Deliver or co-facilitate training sessions for the tourism sector with the objective to build capacity in responsible and child safe tourism and volunteering;
- Build knowledge and skills to develop and implement child safeguarding policies and procedures;
- To ensure the **inclusion of all people** directly affected by the volunteer assignment in the course of your work with the host organisation and host community, including implementing strategies that relate to:
  - promoting gender equality and empowering women,
  - disability inclusion, and
  - child safeguarding.
- Co-design and support advocacy campaigns to increase awareness on responsible tourism and child protection.

### **4. DUTIES AND RESPONSIBILITIES OF THE VOLUNTEER**

In consultation with their line manager (Conyat Create) and relevant stakeholders, Australian volunteers complete a work plan in the first three (3) months of their assignment. The duties below are an indication of the type of work that may be involved in meeting the Assignment Objectives:

- Engage with local stakeholders to inform the content, format, approach of the training modules, understanding of participants training needs
- Develop training modules for the tourism sector that are locally contextualised and include content, activities, practical tasks and provide opportunities for knowledge sharing and cross-learning

- Coordinate translation in Burmese the training modules for content and presentation for Burmese context, and for specific stakeholders
- Coordinate, promote and deliver or co-facilitate training/awareness raising workshops and capacity building activities for the tourism sector
- Work closely with the partner organisation to ensure consistency with the overall objectives of the program
- Develop processes for evaluation of the training sessions
- Develop and/or maintain partnerships with local, regional and international organisations, local and national government, professional and peer networks. Including identification of local staff who can involve in the process of implementation and continue with the role for its sustainability.
- Work closely with local professional staff across all disciplines and ensure an attitude of respect and understanding for local culture and practices.
- Promotion of the CSV Hub amongst stakeholders and partners in Myanmar and support of the Hub after return (promotion, advocacy).

## **5. SELECTION CRITERIA**

### ***Qualifications, Essential Skills & Experience***

- Relevant tertiary, professional or technical qualifications and/or certification relevant to learning and development/training/capacity building
- Significant experience in development of training and capacity building modules
- Skills and experience in the delivery and facilitation of awareness raising activities and face-to-face trainings. Experience in delivering training in child protection, safeguarding or child rights would be an advantage.
- Knowledge in global human rights issues, specifically related to children and a demonstrated understanding of child rights and corporate social responsibility principles is required
- Knowledge of the tourism/volunteering sector would be an advantage
- Experience in working with teams in different country/cultural contexts
- Demonstrated ability to bring about positive change

### ***Desirable Skills & Experience***

- Strong communication and interpersonal skills
- Commitment to team work and working under supervision
- Awareness and sensitivity of cross-cultural settings
- Patience, tolerance and flexibility
- Ability to cope with cultural isolation and a different standard of living
- Experience working in a resource limited setting

## **6. ASSIGNMENT INFORMATION**

***Line Manager – Olga G***

***Staff Supervision – Mon and Ywun***

### ***Working Relationships***

The volunteer will have a close working relationship with Conyat Create Myanmar staff and Project Manager.

### ***Hours & Days of Employment***

From 9 am to 5:30 pm, Monday to Friday.

The expectation is that the volunteer will work the equivalent of a 5 day week to a maximum of 40 hours per week.

### ***Leave Entitlements***

All volunteers are entitled to 25 days leave per 12 months, unless otherwise advised.

Same conditions and terms as local colleagues apply, including national holidays.

### ***Professional Indemnity Insurance***

Professional indemnity insurance is not provided for Australian volunteers. You should consult your partner organisation about the need for professional indemnity insurance for your role prior to your departure, and where required, you are advised to obtain adequate professional indemnity insurance from a reputable insurance provider.

### ***Other Conditions***

If required to work after hours, the volunteer is entitled to time off in lieu because there is no overtime pay provisions.

### ***Language Skills and Level Required***

The level of language competency in Myanmar/Burmese the volunteer will need to carry out this assignment is low. However, some competence in the language would be useful.

### ***Language Support***

Language support is provided during the in-country orientation period. Most often, additional resources for further development later in the assignment will be available if required.

## **7. LIVING AS A VOLUNTEER**

Yangon is the former capital city of the country and has an international airport with approximately 12 flights a day to Bangkok and several more to other regional hubs (eg. Singapore, Kuala Lumpur).

It is a multicultural city, with a long history, including a British colonial history, with many different ethnic groups, and a large and growing expatriate community living and working around Yangon. It has a mixture of Burmese and western culture, with a strong sense of cultural preservation.

Myanmar (Burmese) is the national language, with minority languages in use in different areas of the country. English is quite widely spoken in urban areas and at a very high level by much of the elite. However, it is probably less current than in some other countries in the region.

Sixty to seventy percent of the population in Yangon is Buddhist, with the remaining 30% primarily Christian and Muslim. Although there are some religious tensions (between Muslims and Buddhists) primarily in Rakhine State, people with different religions generally live harmoniously in Yangon and in other major cities.

Yangon is a city full of life, with plenty of activities for adults and children. It is known for its ancient pagodas, parks and museums. Shopping malls and markets are reportedly the best in the country. However, branded and imported goods are expensive compared to other neighbouring countries.

There are many clubs and classes to join: from yoga, public speaking; Burmese language, dancing; painting, writing, music; etc. It has a vibrant art scene that has existed for many decades. It has music - traditional, contemporary and modern.

Standards of dress are relatively conservative for both men and women. Shorts are not appropriate in any work context, and shoulders and upper arms should be covered. Sandals are acceptable footwear in almost any context. Respectful behaviour towards Buddhist (and other) clergy, and older people, is important. International visitors should avoid initiating discussions on politics unless with people they know well, and never in public contexts.

The city is considered a particularly safe living and working environment. There is very little violent crime, and so far, little opportunistic theft.

The city's infrastructure is generally in poorer condition than in other south-east Asian capitals. Public transport in Yangon is limited and tends to be crowded and uncomfortable. Traffic jams are notoriously common. However, there is an abundance of taxis, and fares are affordable – between US\$2 and US\$4 to most areas. Driving in Yangon is not recommended. Bicycles and motorcycles are not permitted on the main streets, although some international visitors ignore this rule with apparent impunity.

Two international mobile phone companies are in the market. The cost of a local sim card is now less than \$2. Local calls are cheap, though network quality is unreliable. Most internet users in Yangon use their phone for internet access. It is currently not easily possible to call or sms a local

mobile phone from outside the country, except via Skype. Internet speeds are overall slower than elsewhere in Asia. However, in most work locations they are strong enough to support Skype.

It is possible to withdraw funds from an Australian bank account from ATMs, or transfer funds from Australia to a local account (bank charges apply). Credit cards are not widely accepted. As a result, it is largely a cash economy, with crisp, unblemished \$US notes required to exchange to local currency.

## **8. ALLOWANCES & SUPPORT**

These allowance levels are based on the Cost of Living in the host country location. Allowances will be reviewed periodically and may increase or decrease. Volunteers will be given notice of any change to the allowance level.

### ***Living Allowance***

AUD \$871.50

### ***Accommodation Allowance***

AUD\$ 1800 per month

### ***Housing***

Assistance with the identification of suitable, secure and affordable accommodation will be provided by the In-Country Management Team.

### ***Other Allowances & Support***

All Australian Volunteers for Development receive the following:

- Pre-departure Briefing in Melbourne
- In-country Orientation on arrival
- Pre-departure vaccination expenses
- Visa expenses
- Pastoral care, assignment monitoring and security guidance
- Return airfare to country of assignment
- Psychological and medical advice and support services
- Re-entry support services
- Settling in allowance (assignments longer than 6 months)
- Re-settlement allowance (assignments longer than 6 months)

## **9. PREPARING YOUR APPLICATION**

As a part of your online application you will be required to answer the following questions through a video recording (if you are unable to submit through the online video due to accessibility please contact the Project Lead).



### ***Response to Selection Criteria***

- a) Why do I feel that volunteering internationally is the right thing for me to be doing at this time in my life?
- b) What are the biggest personal adjustments I'm likely to have to make to be accepted as a useful colleague and engaged community member in this assignment?
- c) The AVI CSV Hub Project is committed to ensuring the inclusion of all people directly affected by the volunteer assignment, such as the partner organisation and host community. What is your personal experience and/or understanding of social inclusion.
- d) How do I match the Qualifications, Essential Skills & Experience? Include your most relevant experiences, results and achievements responding to each of the selection criteria in Section 5.

### ***Personal Circumstances Constraints***

The AVI CSV Hub Project recognizes and values the enhanced skills and expertise of returned volunteers as a result of their volunteering experience. The program is also designed to maximize international volunteering opportunities for all Australians. With this in mind, if a returned volunteer and a candidate who has not volunteered previously apply for the same role, preference will be given to the latter, providing they meet the personal and professional selection criteria for the role.

We are NOT able to accept applications from people with the following personal circumstances due to security, cultural, legal or visa restrictions in this location:

- Applicants with a criminal record where a criminal conviction may be relevant to the inherent requirements of the assignment.

## **10. HOW TO APPLY**

All applications must be submitted online through the AVI/Australian Volunteers Program website. If you haven't already done so, you will need to register on our website prior to applying.

***Aboriginal and Torres Strait Islander people are encouraged to apply for this assignment.***