

Terms of Reference

Position Title:	National Consultant/Researcher
Classification:	Consultant
IOM Project to which the Consultancy is contributing:	Addressing Migration Movements through Capacity Building in Central Asia
Start Date:	Expected in February, 2018

1. Background information:

Established in 1951, IOM, the UN Migration Agency, works closely with governmental, intergovernmental and non-governmental partners. IOM established its office in Kazakhstan in 1997. Since then, the Organization has been promoting humane and orderly migration for the benefits of all, providing services and advice to the government as well as to migrants. As the Country Office with Coordinating Functions for Central Asia, the IOM mission in Kazakhstan helps to address specific sub-regional migration issues and emerging trends in Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan, establishing priorities for project development in the country offices in the context of sub-regional strategies, policies and consultative processes.

2. Introduction:

The introduction of bans on re-entering Russia for certain categories of foreigners is preventing more than two million individuals, mostly originating from Central Asia (CA), from return to Russia for a period ranging from three to even ten years. This situation has exacerbated return migration flows which have resulted in considerable challenges for stakeholders in Central Asian countries of origin, destination and transit including: (i) individual migrants facing growing vulnerabilities; (ii) governments challenged with the need to create additional job opportunities and provide social services (health, education, etc.) for returnees; (iii) societies as a whole coping with lower levels of remittances which have supported consumption for migrant families and finally; (iv) the international community and donors under obligations to implement preventative strategies and adequate assistance programmes to support vulnerable migrants and build capacity to support managed labour migration programmes.

These rapid shifts in migration trends in the region can lead to significant challenges for which CA governments currently lack the policies and capacities to adequately address including, (i) increased incidents of trafficking, smuggling and exploitation of migrants, (ii) increasing xenophobia and challenges in social cohesion, and (iii) the development of labour market imbalances and poor economic (re)integration in both countries of origin and destination. Furthermore, migrant workers are increasingly engaged in labour migration in the region and face a variety of unique vulnerabilities to exploitation based on the nature of the work they are often engaged in which tend to be removed from the public sphere, such as in agriculture and domestic work. Moreover, based on IOM's (2016) assessment on 'Migrant Vulnerabilities and

Integration Needs in Central Asia', the numbers of migrants in an irregular and/or vulnerable situation are likely to grow over the next decade.

Having said that, the vulnerability of migrant workers in Central Asia is exacerbated by the insecurity of their legal status since there is no such term as a 'vulnerable migrant' in legislation, not to mention referral mechanisms that enable vulnerable migrants to receive assistance and protection from relevant institutions, according to each individual's specific needs. Thus, the first step toward effective protection is identifying those persons or groups of persons that, due to their characteristics and/or conditions, are considered to be in a vulnerable situation and most in need of assistance. Once they have been identified, it is possible to activate procedures to provide protection and assistance.

Consequently, governments of CA require further assistance to be able to meet the challenges and needs, and address the vulnerabilities of this growing segment of the migrant population. New approaches are required to ensure that, while addressing states' security concerns, the rights of all migrants, and especially those in a vulnerable situation, must continue to be a core priority of all relevant policy and programmatic interventions.

3. Objective:

Therefore, the IOM Sub-Regional Office for Central Asia is launching a research project as part of capacity building activities, which will aim to further the understanding of vulnerabilities and needs of migrants in vulnerable situations in Central Asia through fieldwork and analysis of the existing studies on the topic. It will also carry out policy analysis and map existing programmes and services in order to identify gaps in the policy and in the programmes intended to serve the needs of migrants in vulnerable situations in the respective countries. By the end of the project, based on best practices and international standards, the guidelines will have been devised to provide governments of Kazakhstan, Kyrgyzstan and Tajikistan with general guidance for the development and implementation of preliminary identification and referral mechanism for migrants in vulnerable situations.

4. Tasks to be performed under this contract:

The assignment will contribute to the development of the **Guidelines for the identification and Referral Mechanism for Migrants in Vulnerable Situations**, which will be subsequently shared with government and non-government counterparts.

The Consultant shall:

1. Design, develop and validate the research plan;
2. Perform a stakeholder analysis which aims at drawing a comprehensive profile of key actors and their core functions and role;



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3. Based on stakeholder analysis conduct an analysis of policy, legislation and regulatory framework on national level and identify the gaps with regards to migrant vulnerabilities;
4. Identify and conduct the mapping of National/Sub-regional needs related to migrants in vulnerable situations;
5. Identify key categories and groups of vulnerable migrants and its criteria;
6. Ascertain international standards and best practices in the area of identification and referral of vulnerable migrants;
7. Create the identification interview guide to determine the profile of vulnerability;
8. Conduct the fieldwork (interviews with stakeholders, including governmental and non-governmental service providers, NGOs and academia);
9. Consult IOM, officials from relevant governmental agencies, and other stakeholders/partners throughout the process;
10. Work closely with the team national experts under the supervision of Lead Researcher/Consultant, including fieldwork trips;
11. Devise recommendations concerning planning and implementing effective programmes, services and policy changes to the needs of migrants in vulnerable situations;
12. Produce the report and related papers, guidance notes, etc.

5. *Tangible and measurable output of the work assignment*

- Research plan, methodology and other instruments developed consultatively and finalized with IOM;
- Conduct the research; undertake duty trips (if necessary) to selected localities;
- Draft and Final versions of the report including recommendations produced consultatively and finalized with IOM;
- Presentation on the final findings at IOM workshops and Senior Official Meeting (if necessary).

6. *Realistic delivery dates and details as to how the work must be delivered, and performance indicators:*

1. Research plan, methodology and protocol drafted and validated by stakeholders – March 16, 2018
2. All research activities conducted – April 30, 2018
3. First draft of research text (including recommendations) – May 25, 2018
4. Research findings presentation and advocacy event conducted – June, 2018
5. Finalized recommendations upon stakeholder input – July 2018
6. Final version of research report edited and published – August 2017

7. *Technical and behavioural requirements:*



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- Creates a respectful office environment free of harassment and retaliation, and promotes the prevention of sexual exploitation and abuse (PSEA);
- Effectively interfaces with government officials of appropriate level on matters related to substantive migration issues and the work of IOM;
- Effectively applies knowledge of migration issues within organizational context;
- Correctly frames migration issues within their regional, global, and political context;
- Willingness to travel within Kazakhstan and CA region (if needed).

8. Education, experience and competencies:

- Advanced University Degree in a related area including, inter alia, Social Sciences, Law, Migration Studies, Gender, and Development.
- At least four years of experience and record of accomplishment in research and development activities, with an emphasis on society, migration, gender, human trafficking or similar areas.
- Familiarity with the vulnerability indicators and the principles guiding the preliminary identification of migrants (e.g. International Human Rights Law, International Refugee Law, and International Humanitarian Law) is advantage;
- Excellent proven analytical and presentation skills;
- Excellent understanding of migration and gender issues and related challenges;
- Experience in working at or with international organizations is advantage;
- Capacity for constructive teamwork and cooperation with all stakeholders;
- Experience in liaising with government authorities and diplomatic missions, as well as with international institutions;
- Experience of working with and/or familiarity with IOM and its project implementation principles is an asset.

9. Languages:

- Russian – Professional proficiency
- English – Professional proficiency is an advantage
- Knowledge of other Central Asian languages is an advantage