



International Organization for Migration (IOM)
The UN Migration Agency

CALL FOR APPLICATIONS

Position Title	: International Consultant
Duty Station	: Tashkent, Uzbekistan, home-based
Classification	: Consultancy
Type of Appointment	: Category B, 8 months
Estimated Start Date	: As soon as possible
Closing Date	: May 27, 2024

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

Context:

IOM project “Labour Migration Programme - Central Asia” funded by Swiss Agency for Development and Cooperation. This project contributes to enhancing labour migration governance to better respond to employer and labour market needs and skills matching while ensuring protection of migrant workers and enhancing development impacts in countries of origin and destination.

The project envisages development of Migration strategy of Uzbekistan, which may include migration profile development, legislation revision and capacity building for stakeholders. Country migration strategy development is vital for migration management in Uzbekistan for a variety of reasons. First and foremost, strategy will provide a detailed understanding of the mobility patterns and trends of individuals and communities within and across the national borders. This information is crucial for government and policymakers to develop effective migration policies and strategies. Additionally, country migration strategy and profile will help to identify the driving forces behind migration, such as economic, social, and political factors. This can assist in addressing the root causes of migration and informing development initiatives to create better opportunities for individuals in their home countries. Moreover, migration strategy is essential for understanding the impact of migration on both the country of origin and the destination country. This includes the effects on labor markets, social cohesion, and the overall economy. By having a comprehensive understanding of these impacts, government of Uzbekistan can effectively manage migration to maximize its benefits and minimize any negative effects. Furthermore, migration strategy and profile are valuable for addressing the needs of migrants themselves. By understanding their demographics, skills, and vulnerabilities, government of Uzbekistan can provide targeted support and services to ensure the successful integration and well-being of migrants in their new communities. In summary, migration strategy are vital for Uzbekistan for shaping informed and evidence-based migration policy,

understanding the drivers and impacts of migration, and addressing the needs of migrants. They are an essential tool for creating more effective and inclusive migration management system that benefit Uzbekistan and the migrants themselves. To support the development of the Migration Profile and Migration Strategy an Inter-Ministerial Technical Working Group (ITWG) will be established amongst relevant line ministries, and the Migration Profile and Strategy will be prepared in full consultation with the ITWG members. This working group will guide the process of developing a country profile on migration, including planning and implementing information collection as well as validating the report findings and its launch. The development of the Migration Profile and Migration Strategy will help the country to have a solid foundation to achieve the Sustainable Development Goals (SDGs) Targets 10.7 "Facilitate orderly, safe, regular and responsible migration and mobility of people, including through implementation of well-managed migration policies", and aligned with the IOM Strategy CENTRAL ASIA REGIONAL STRATEGY 2021-2025: Knowledge Management, Research and Data Collection.

Organizational Department / Unit to which the Consultant is contributing: IOM Uzbekistan.

Category B Consultants: Tasks to be performed under this contract – under the direct supervision of LMI Senior Programme Assistant and EPC Programme Officer as well as overall coordination from the Chief of Mission of IOM Uzbekistan and all thematic teams of IOM Uzbekistan.

Core Functions / Responsibilities:

- In close coordination with IOM and the Government of Uzbekistan, analyze available sources such as policies, legislation, regulation and strategies on migration-related matters in Uzbekistan and other neighbouring countries, along with guiding principles of the Global Compact on Migration (GCM) to draft the recommendations for legal framework enhancement;
- Specify how migration impacts these areas and highlight critical challenges and principal opportunities;
- By revising migration legislation, identification gaps and recommend improvements, analysing existing laws and regulations, identify potential loopholes and inconsistencies, paving the way for effective modifications and migration strategy outlining.
- Establish a list of legal instruments, that need to be in place in order to minimize the risks and maximize and the positive impact of migration and that is based on human rights law and is aligned with other relevant international and regional frameworks;
- Identify and consult relevant government and non-governmental stakeholders, including an Inter-Ministerial Technical Working Group, representatives of key ministries and government agencies, private sector, and other key stakeholder with respect to the existence, feasibility and desirability of those instruments;
- Support facilitation of Inter-Ministerial Technical Working Group meetings;
- Develop country Migration Strategy and Migration Profile;

- Based on the outcomes of the consultations within Inter-Ministerial Technical Working Group, adjust the Migration Strategy and propose a list of instruments to implement the Strategy;
- Upon review and approval of the Migration Strategy by the National Inter-Ministerial Steering Committee (NISC), draft a plan for the implementation of the strategy;
- Provide technical advice and guidance to government and other stakeholders as needed;
- Contribute into capacity building events, and coordinate the development of necessary preparatory materials (drafts, presentations) by experts' team;
- Submit draft of Migration Strategy and Migration Profile for IOM and Government review/inputs before the finalization.
- Submit progress reports to IOM on the implementation of the activities and attainment of objectives
- Introduce the final version of the Migration Profile and Strategy to IOM and Inter-Ministerial Technical Working Group

Overview of deliverables:

Deliverable	Estimated # of working days	Fee (%)	Estimated timeline for delivery
<u>First deliverable:</u> <ul style="list-style-type: none"> - <u>Review</u> policies, legislation, regulation and strategies on migration-related matters in Uzbekistan and other neighbouring countries, along with guiding principles of the Global Compact on Migration (GCM) to draft the recommendations for legal framework enhancement; - Facilitate one meeting of <u>Inter-Ministerial Technical Working Group</u> - <u>Provision of progress report</u> 	2 months	25%	By 31 July 2024
<u>Second deliverable:</u> <ul style="list-style-type: none"> - <u>List of key existing and legal instruments with a</u> 	2 months	25%	By 30 September 2024

<p><u>short description of each that will be required to implement the Migration Strategy;</u></p> <ul style="list-style-type: none"> - Facilitate one meeting of <u>Inter-Ministerial Technical Working Group;</u> - Contribute into capacity building event (training/workshop for national partners); - <u>Provision of progress report</u> 			
First instalment 50% by 30 September 2024			
<p>Third deliverable:</p> <ul style="list-style-type: none"> - Develop country Migration Strategy and Migration Profile and introduce their first draft; - Develop an Implementation plan for Migration Strategy; - Contribute into capacity building event (training/workshop for national partners); - Facilitate one meeting of <u>Inter-Ministerial Technical Working Group;</u> - <u>Provision of progress report</u> 	2 months	25%	By 30 November 2024
<p>Forth deliverable:</p> <ul style="list-style-type: none"> - Provide detailed implementation plan of Migration Strategy that identifies required actions, expected results, concrete indicators, responsible institutions, specific timelines and sequences 	2 months	25%	By 31 January 2025

<p>for the Implementation plan for Migration Strategy;</p> <ul style="list-style-type: none"> - Facilitate the final meeting of <u>Inter-Ministerial Technical Working Group</u>; - Provide the final versions of Migration Strategy and Migration Profile; - <u>Provision of progress report</u>; - <u>Provision of final report</u> 			
<p>Second instalment 50% by 31 January 2025</p>			

Performance indicators for the evaluation of results:

- Organized 4 meetings with the Inter-Ministerial Technical Working Group participants;
- Availability of a set of recommendations on the Migration Strategy;
- Draft of the Migration Strategy and Migration Profile, endorsed by IOM and the Inter-Ministerial Technical Working Group;
- 2 events for national partners are supported;
- Ensured compliance with IOM's rules and standards throughout the process;
- Provision of progress reports for each deliverable and final report

Travel required:

Travel based on request.

Required Competencies:

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – behavioural indicators 2

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action-oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

Other:

Internationally recruited professional staff are required to be mobile.

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

How to apply:

Interested candidates are invited to submit their applications to e-mail iomtashkent@iom.int by 27 May 2024 at the latest, referring to this advertisement.

Applications should include:

- CV
- A 1-page motivation or cover letter

Please note that only shortlisted candidates will be contacted.

Posting period:

From 13.05.2024 to 27.05.2024