



International Organization for Migration (IOM)

The UN Migration Agency

CALL FOR APPLICATIONS

POSITION TITLE: NATIONAL CONSULTANT TO SUPPORT THE ESTABLISHMENT OF TECHNICAL WORKING GROUP & OVERSIGHT REPORTING MECHANISM TO DEVELOP ROAD MAP TO FACILITATE THE IMPLEMENTATION OF LABOUR MIGRATION

DUTY STATION: JUBA, SOUTH SUDAN

1. Duration of Consultancy: 15th of January 2022 – 15th of March 2022

2. Organizational Context and Scope

IOM in South Sudan has a broad range of programming centered around three broad areas: humanitarian coordination and support; humanitarian response and resilience; and peacebuilding, transition and development. Humanitarian coordination and support includes leading/co-leading the Camp Coordination and Camp Management (CCCM) and Shelter and Non-Food Items (NFI) Clusters, Displacement Tracking Matrix (DTM), Water, Sanitation and Hygiene (WASH) and management of WASH and Shelter and NFI core-pipelines, humanitarian hubs and common transport services. Humanitarian response and resilience includes CCCM, WASH, Shelter & NFI, health, protection, gender equality and inclusion, mental health and psychosocial support and the management of a Rapid Response Fund. Under peacebuilding, transition and development, IOM South Sudan implements programming on housing, land and property issues, transition and recovery, transhumance conflict prevention, community-based violence reduction, community development and migration management

3. Project Context and Scope

The overall objective of the consultancy assignment is to support the establishment, operationalization and coordination of technical working group on drafting ethical recruitment and oversight reporting mechanism as well as to set up road map for the implementation ethical recruitment and to contribute to the implementation of Regional Ministerial Forum on Migration (RMFM) Road Map on Harmonizing Labour Migration Policies in East and Horn of Africa.

In the absence of organised labour mobility systems, migrants experience a situation whereby they migrate under risky and unsafe conditions and often can only obtain low skilled and low paying jobs in their countries of destination. In addition, some of the workers are exposed to exploitative forced labour and others fall in hands of human traffickers. Migrant workers in irregular status often work in underground economies where they are poorly paid, are vulnerable and exploited.

South Sudan is both sending and destination for migrant workers. However, with many years of civil war, South Sudan faces multifaceted challenges that include lack of capacities, lack of information including referral pathways for migrants as well as lack of policy framework on labour mobility among key stakeholders to monitor ethical recruitment

of immigrant and emigrant workers. The demand for skilled labour within the country and across the region. Against these backdrops of challenges, there is a need to institute a technical working group to prevent unethical recruitment and map out community feedback mechanism.

South Sudan is one of the member states of the Regional Ministerial Forum on Migration (RMFM) on Harmonizing Labour Migration Policies in East and Horn of Africa: A United Approach on Safe, Regular and Humane Labour Migration established in January 2020 to strengthen labour migration governance through regional common approaches and social dialogue in the formulation and implementation of evidence-based, human rights and gender-sensitive harmonized labour migration policies. These activities will support South Sudan to meet the objectives of the RMFM and signed a Communique and a Call for Action Priorities (2020-2023) by all member states. These activities will be supported by IOM/UN Migration BRMM; and the best practices from these activities will be shared through RMFM Technical Working Group (TWG) Meetings on BLMAs and Ethical Recruitment.

To promote the labour migration governance within South Sudan, led by the Ministry of Labour and other relevant government stakeholders, with support from the International Organization for Migration (IOM) is committed to establishing and setting up Ethical Recruitment Oversight Reporting Mechanism as guided by the Labour Act 2017, and International best practices. The Mechanism will also advise and support Ministry of Labour through its regulatory and monitoring roles. The Ethical Recruitment Oversight Reporting Mechanism will provide a platform for soliciting, receiving and/or channeling complaints and community feedback on labour migration and TiP with coordination with Ministry of Labour, Public Services, Employee Justices committee and Ministry of Interior as well as the Taskforce working group who is dealing with anti-trafficking in the Country. It will also propose rewards and sanctions to be netted on PRAs depending on their practising

Also it will promote knowledge and awareness among members of the community, migrant workers, job seekers and the general public on legal pathways to labour migration; amplify survivor voice and provide information on recourse and available assistance to survivors and returnees. The ultimate goal of the Ethical Recruitment Oversight Reporting Mechanism is to make South Sudan's recruitment environment more stringent for unethical recruiters thereby amplifying survivor voice, increasing the rate of reporting, and transparency and accountability from PRAs. The desired outcome is a labour market environment where illegal and unethical recruitment practices are reported through a functioning Ethical Recruitment Oversight Mechanism and Community Feedback Mechanism leading to a sustainable recruitment industry that promotes safe, orderly, responsible and gainful migration.

IOM South Sudan, through the regional project on "Better Regional Migration Management (BRMM) Labour Mobility and Regional Integration for Safe, Orderly and Humane Labour Migration in East And Horn Of Africa" funded by Foreign, Commonwealth and Development Office (FCDO) seeks to develop a mechanism for promoting identification, monitoring and reporting of unethical recruitment practices and illegal activities by private recruitment agencies (PRAs) in South Sudan through a consultative process whereby government, civil society, migrant association and private sectors work together to design such mechanism which is often called as "The Ethical Recruitment Oversight Reporting Mechanism and Community Feedback Mechanism" will assist the government of South Sudan in regulating recruitment process of private agencies to prevent unscrupulous recruitment practices that lead to trafficking in persons (TiP) and labour exploitation. Once drafted and validated, a pilot testing will be rolled out to assess whether the mechanism is operational and to learn lessons for improvement of the mechanism.

BRMM aims to enhance labour migration governance and protection of migrant workers and their family members' human, social and labour rights through intra and inter-regional cooperation on a whole of government and whole of society approach, to support regional integration and facilitate mobility for transformative inclusive and sustainable economic growth as well as youth and women empowerment

4. Organizational Department / Unit to which the Consultant is contributing: Migration Management Unit

5. Tangible and measurable outputs of the work assignment

Under the overall supervision of the IOM's Chief of Mission and direct supervision of the Migration Management Program Coordinator in Juba, and in coordination with Regional Office staff in Nairobi, the consultant will

- a) Conduct a desk review to have a better grasp of existing policies and learn from best practices on soliciting, receiving and/or channeling complaints and community feedbacks on unethical recruitment that leads to TiP and labor exploitation
- b) Map the existing stakeholders in collaboration with Ministry of Labour (MOL) and IOM South Sudan to identify key stakeholders pertinent to form the oversight mechanism.
- c) Develop oversight reporting mechanisms. Coordinate with the IOM South Sudan Labor Human Development (LHMD) focal person, focal points from Ministry of Labour, and other key stakeholders in Technical Working Group (TWG) to solicit feedbacks on the draft for the oversight mechanism.
- d) Facilitate technical working group meetings on ethical recruitment oversight mechanism
- e) Conduct a 1-day workshop to validate the ethical recruitment oversight mechanism policy document
Finalize the oversight mechanism policy document
- f) Conduct capacity building to the members of technical working group that comprises of government ministries, civil society organizations and private recruitment agencies on the oversight mechanism.
- g) The consultancy services will be required over 3 months and payment will be made per % of the total cost of the consultancy

Deliverable outputs	Timeline	Payment
Submission of inception report which includes desktop reviews	Month 1	20 %
Data collection including consultative sessions through Technical Working Group meeting	Month 1	30%
Conduct validation workshop	Month 2	10%
Submission of Oversight Mechanism Document	Month 2	30%
Conduct Training	Month 2	10%

6. Performance indicators for the evaluation of results

- Satisfactory completion of outputs indicated in the ToR
- Quality of writing, problem clearly stated, plan based on and responding to the problem defined, clear and concise organization, appropriate methodology, achievable targets
- Adequate and prompt provision of the technical inputs
- Timely delivery of drafts and deliverables as indicated this ToR
- Professional and collaborative demeanour

7. Education, Experience and/or skills required

- Master's degree in social sciences, Economics, law, international relations or migration studies.
- Bachelor's degree in social sciences, Economics, law, international relations or migration studies with 10 years of experience.
- Excellent knowledge of labour migration issues in EHOA, Africa and at least 5-year experience in assisting governments in developing labour migration policies and legislation, bilateral labour agreements and labour migration schemes.
- Good knowledge of the UN system and organizational mandates as well as interagency cooperation platforms on migration.
- Knowledge of contemporary developments in migration in EHOA countries and global processes such as GCM and SDGs.
- Knowledge of international labour migration law.
Excellent command in English. Knowledge of Arabic and local languages is a distinct advantage

8. Travel required

The consultancy is Juba based, no travel to sub-offices required.

9. 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

- **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.

APPLICATION PROCEDURES

Interested candidates should send **their CV** as well as **technical and financial proposals** for the assignment to **vss@iom.int by 05 January, 2022**, indicating in the subject of the e-mail "**Consultant – Oversight Mechanisms (National Consultant)**".

The submission should include:

- A motivation letter;
- A technical & financial proposal, outlining conceptual framework, detailed methodology and work plan (max 5 pages);
- CV

NEGOTIATION WITH SUCCESSFUL CANDIDATE:

The aim of the negotiation with the successful candidate is to reach agreement on all points and sign a contract. Negotiation will include, but not limited with:

- a) discussion and clarification of the TOR;
- b) discussion and finalization of the activities to be completed, services to be provided, facilities and equipment to be used, and work plan proposed by the Consultant;
- c) consideration of appropriateness of qualifications and pertinent compensation, number of work months and the staff to be assigned to the performance of the study, and schedule of activities (workplan);
- d) discussion on the grant, facilities, and data, if any, to be provided by IOM to the grant beneficiary;
- e) discussion on the financial proposal submitted by the grant applicant;
- f) provisions of the Contract, etc.
- g) IOM shall prepare minutes of the negotiation which will be signed by both, IOM and the applicant and be the integral part of the Contract.

To complete negotiations, IOM and the applicant shall sign the agreed Contract. If negotiations fail, IOM shall invite the second ranked applicant to negotiate a contract. If negotiations still fail, IOM shall repeat the process for the next-in-rank applicant until the negotiation is successfully completed.

Appointment will be subject to certification that the candidate is medically fit for appointment. Upon contract signature, IOM will conduct project inception meeting to discuss the plan

The estimated start date is 15 January 2022 for duration of two months until 15th March 2022 based on submission and achievement of deliverables.