

---

## Terms of Reference

|                                                       |                                                                                                                                                                                                                                                       |
|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Position Title:                                       | <b>International TIP Consultant/Expert/Trainer to conduct workshops for government and civil society NRM (National Referral Mechanism) stakeholders on strengthening the cooperation between two sectors</b>                                          |
| Duty Station:                                         | <b>Ashgabat</b>                                                                                                                                                                                                                                       |
| Classification:                                       | <b>Consultant</b>                                                                                                                                                                                                                                     |
| Type of appointment:                                  | <b>Short term contract</b>                                                                                                                                                                                                                            |
| IOM Project to which the Consultancy is contributing: | <b><i>Strengthening the National Action Plan on TIP in Turkmenistan to ensure coordinated assistance and a victim-centered approach</i> - the project funded by the Office to Monitor and Combat Trafficking in Persons, U.S. Department of State</b> |
| Start date:                                           | <b>July, 2016</b>                                                                                                                                                                                                                                     |

### Background information:

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. IOM established its office in Turkmenistan in 1998 year. Since then, IOM in Turkmenistan has been promoting humane and orderly migration for the benefits of all, providing services and advice to the government as well as to migrants. IOM Turkmenistan will continue its work within the five functional areas: migration and development; counter-trafficking and assistance to migrants; technical cooperation and border-management; operational movement; emergency response and community stabilization;

### Introduction:

The program on combating human trafficking in Turkmenistan is implemented through four components: prevention, protection, prosecution and partnership. This envisages an integrated response to preventing the phenomenon, protecting victims through direct assistance, and enabling the government to combat TIP themselves through the provision of technical cooperation, as well as addressing the causes and consequences of trafficking. Combating TIP is an integral part of IOM's Strategy in Central Asia and the project will contribute to promote the priority area in combating human trafficking by "establishing sustainability through institutional capacity building of governments' institutions, law enforcement agencies and civil society" (IOM's Strategy Central Asia, 2010-2015). The project on "***Strengthening the National Action Plan on TIP in Turkmenistan to ensure coordinated assistance and a victim-centered approach***" funded by the Office to Monitor and Combat Trafficking in Persons, U.S. Department of State, is considered as follow-up of the previous projects, and aims to assist the Government of Turkmenistan to strengthen its overall response to Trafficking in Persons through promoting the National Action Plan on Combating Human Trafficking (NAP) and facilitating its ongoing implementation as well as reinforcing the capacity of law enforcement, judicial officials and civil society advocates to ensure the coordinated investigation, prosecution. And adjudication of trafficking cases, while promoting the institutionalization of an NRM and enhancing intra-governmental and



government-civil society cooperation through promoting MOUs with relevant and strategic partners. A TIP Working Group (established from representatives of different sectors, such as government institutions, law enforcement agencies, NGOs and public organizations, for the development of NAP) will be engaged in the project.

### **Objective:**

Within the frame of the project on “***Strengthening the National Action Plan on TIP in Turkmenistan to ensure coordinated assistance and a victim-centered approach***”, IOM in Turkmenistan aims to contribute to combating-trafficking in persons in Turkmenistan through strengthening the cooperation between civil society and government in identifying and providing support and necessary assistance to victims of trafficking within National Referral Mechanism using coordinated assistance and victim-centered approach. The current contract will contribute to the achievements of the following output:

- *Increased understanding and knowledge of government and non-government organizations of Turkmenistan on how to work together within NRM.*
- *Improved knowledge and understanding of government and non-government organizations of Turkmenistan on identifying and providing assistance to victims of trafficking within NRM using coordinated assistance and victim centered approach.*

### **Context:**

Within the frame of the contract, the Consultant/Expert/Trainer will be responsible for drafting sessions, presentations, agenda and hand out materials of the workshops for government and civil society NRM (National Referral Mechanism) stakeholders on strengthening the cooperation between two sectors using coordinated assistance and victim centered approach, conducting the workshops with pre and post evaluation, encouraging active participation of participants, compiling and submitting report on event with feedbacks and recommendations.

It is expected that two workshops will be conducted by expert/trainer in August and September, 2016.

### **Core functions/responsibilities:**

- Discuss the aim, purposes and objectives of two expected workshops with IOM Turkmenistan;
- Discuss expected outcomes and results of two workshops with IOM;
- Develop and draft sessions, presentations, agenda, handouts, pre and post evaluation forms for the event;
- Conduct two two-day workshops, facilitating and supporting participants in the discussion;
- Discuss and plan the trip to Ashgabat for conducting the envisaged workshops; Submit agenda, handout materials and to IOM Office in Turkmenistan for the consideration and final approval (handouts preferably in Russian);
- At the end of the workshop, conduct pre and post evaluation of participants;



➤ Submit the workshop report with the methodology for the pre- and post-workshop questionnaires within 10 working days after the conducted event including analyses and recommendations for further actions based on the results of the pre-and-post test evaluation forms.

***Education, experience and competencies:***

- a) Doctoral or Master's Degree, preferably in Law, International Relations, Political or Social Sciences and/or in Migration and Human Trafficking or in other related fields. Or, alternatively, a practical experience in the area of counter-trafficking;
- b) Minimum 5 years of experience of work in the field of counter-trafficking, including victim centered and coordinated approach as well as work on developing and implementing NRM, SOP ;
- c) Experience working with specialized international agencies (UN Agencies, International Organizations, and International specialized NGOs) in the area of human trafficking is an asset;
- d) Experience working in the Central Asian region is preferable;
- e) Experience in conducting trainings, workshops on TIP issues;
- f) Ability to work with the adult audience;
- g) Ability to clearly communicate, express and share ideas and knowledge with the audience;
- h) Knowledge of Russian language (advantage);

The deadline for submission of cover letters with CVs is 20th of July 2016 COB. All interested candidates should email documents to [morazmuhamedova@iom.int](mailto:morazmuhamedova@iom.int) and [gberdiyeva@iom.int](mailto:gberdiyeva@iom.int)