



Annex 2 - TERMS OF REFERENCE

FOR THE CONSULTANCY CONTRACT OF: International Consultant to develop a National Action Plan on Combating Trafficking in Persons (CTIP NAP)

1. **Project title:** Strengthening the Legal Framework on Trafficking in Persons in Turkmenistan to better address the needs of Youth and Women, through a survivor-centered approach
2. **Duty Station of the Consultancy:** Ashgabat, Turkmenistan
3. **Duration of Consultancy:** 6 months, September 2023 – February 2024

4. **Nature of the consultancy:**

Under the direct supervision of IOM Project Management Team and with the support of a national consultant, International Consultant will compare the existing national practices, standard operational procedures against international standards and best practices in the area of combatting human trafficking, including the National Action Plan of Turkmenistan on Combatting Trafficking in Persons (CTIP) 2020-2022, hold consultations with relevant national partners and stakeholders, participate in discussions with members of the Interdepartmental Working Group of Turkmenistan on development and implementation of CTIP NAP, and develop a draft woman and youth-sensitive CTIP NAP , inclusive of specific action aimed at women and youth empowerment (Category B Consultancy Contract).

5. **Project Context and Scope of Work:**

The Government of Turkmenistan has taken significant steps to combat human trafficking by enacting the Law on Combatting Human Trafficking and implementing National Action Plans (2016-2018, 2020-2022) on Combatting Trafficking in Persons. IOM has been traditional partner of Turkmenistan in developing and implementing CTIP NAPs and initiated a project in response to a request from the Government to support the development of a new National Action Plan on countering trafficking in persons. As a whole, the project aims to strengthen Turkmenistan's legal framework on counter-trafficking in persons by revisiting and strengthening the national counter-trafficking in persons (CTIP) legal framework while formulating a new CTIP National Action Plan that encompasses survivor-centered approaches and prioritizes the empowerment of women and youth. By adopting survivor-centered approaches and placing significant emphasis on the empowerment of women and youth, the project seeks to ensure that no individual is left behind in the fight against trafficking. This project will specifically cater to the needs of youth and women in the context of CTIP and focus, among legislative and capacity building components, on development of a new women and youth-sensitive CTIP NAP, inclusive of specific action aimed at women and youth empowerment in response to emerging trends and challenges in combating human trafficking. The new CTIP NAP will be in alignment with the country's commitment to women and youth empowerment, as outlined in the National Youth Strategy for 2021-2025, the National Action Plan for Gender Equality for 2021-2025, and the recently adopted Law on Social Services.

An International Consultant will closely work with Interdepartmental Working Group (IWG) on CTIP and in consultation with a national consultant will develop of a new women and youth-sensitive CTIP NAP, inclusive of specific action aimed at women and youth empowerment in line with the recommendations for changes/amendments in the current national CTIP legal framework. In this work, he/she will hold consultations with members of the interdepartmental working group on CTIP NAP development and implementation for finalization of the new draft CTIP NAP and its submission to the relevant national authorities for review and final approval/endorsement.

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

IOM Turkmenistan

7. Category B Consultants: Tangible and measurable outputs of the work assignment:

The scope of work will include, but not limited to:

- Drawing up and implementing a work plan for development of Turkmenistan’s new CTIP National Action Plan and revision of CTIP National Action Plan for 2020-2022 for any unaccomplished activities and gaps to be addressed in the new CTIP NAP.
- Draft a new women and youth-sensitive CTIP NAP with women and youth empowerment specific actions, drawing on previous NAPs, incorporating lessons learned, addressing gaps, aligning to international standards and best practices, and building on gender/age sensitive recommendations by an international consultant contracted by IOM for revision of the national CTIP legal framework as part of this project.
- Building on the previous CTIP NAP, revise materials/standard operating procedures, developed earlier as part of the implementation of the previous CTIP NAP, for compliance with international standards and best practices, taking into account gender and age aspects, and propose activities in the new CTIP NAP for practical implementation of the National Referral Mechanism for victims of human trafficking, especially youth and women.
- Participate in-person (one visit) in the project consultations with members of the Interdepartmental Working Group (IWG) on CTIP NAP development and implementation, UNODC and other relevant UN stakeholders in Turkmenistan for their feedback/inputs and finalization of the draft document.
- Produce a final draft of women and youth-sensitive CTIP NAP, inclusive of specific action aimed at women and youth empowerment.
- Hold online presentation of the final draft of women and youth-sensitive CTIP NAP to the IWG and other relevant UN stakeholders.

8. Reporting dates:

- The first draft CTIP NAP developed and submitted to IOM Turkmenistan for review - **by 30 September, 2023.**
- In-person consultations with members of the Interdepartmental Working Group on CTIP, UNODC and other relevant UN stakeholders in Turkmenistan to gather feedback and inputs on the first draft

CTIP NAP is conducted – **by 15 October, 2023.**

- The final draft CTIP NAP submitted to IOM Turkmenistan - **by 30 October, 2023.**
- The final draft CTIP NAP is presented to the IWG and other relevant UN stakeholders – **by 25 December, 2023.**

9. Performance indicators for the evaluation of results:

- Final woman and youth-sensitive draft CTIP NAP developed.

10. Education, Experience and/or skills required:

Education

- Postgraduate academic degree, preferably in Social Sciences, Migration Studies, International Development, International Relations or similar sciences.

Experience

- At least five years of relevant work experience in the area of human countertrafficking .
- Sound knowledge and solid experience in providing expert support in the development of national CTIP Action Plan.
- Previous experience with analysis of laws, policies or legislative amendments regulating CTIP strategy and issues regarding women and youth empowerment.
- Solid understanding of the migration sector and government structures of Turkmenistan. Knowledge of the best practices of developing and integration the NAP CTIP in the CIS region.
- Awareness of IOM migration management frameworks with an emphasis on linkages between migration and development policy.
- Sound understanding of international and regional policy processes on migration, CTIP, gender, and sustainable development (e.g., Sustainable Development Goals, SRF, etc.).
- Good understanding and knowledge of IOM’s partnerships on migration, women and youth empowerment.
- Experience working with the governmental organizations and CSOs (including youth-led and women-led organizations).
- Experience in working with international organisations/agencies is desirable.
- Advanced knowledge of migration and cross cutting issues.

Skills

- Excellent proven analytical and communication skills.
- Excellent organization skills; analytical and creative thinking.
- Ability to clearly communicate, express ideas and knowledge and engage audience in a discussion.
- Skills and knowledge in data security and data protection principles.
- Ability to deliver according to a specified timeline while maintaining the quality of the output.
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds.
- Demonstrated proficiency with Microsoft Office applications, including Word, Excel, and PowerPoint is required.

Languages:

- Good working knowledge of English.
- Advanced knowledge of Russian is desirable.

11. Travel required:

Homebased desk work with one travel to Ashgabat, Turkmenistan.

12. 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.

Interested applicants should send their CV/resume with a short motivation letter to registry.tm@undp.org and copying gannadurdiye@iom.int indicating the Subject of email as "NAP International Consultant" by 10th of September, 2023.