

**Annex 2 - TERMS OF REFERENCE**

**FOR THE CONSULTANCY CONTRACT OF: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** *(Full Name of Consultant)*

1. **Duty Station of the Consultancy:** \_\_\_Ashgabat, Turkmenistan\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. **Duration of Consultancy:** \_\_\_Two months\_\_\_\_\_\_\_\_\_\_
3. **Nature of the consultancy:** Legal research, reporting, analysis on the legal status of Afghan migrants in Turkmenistan. (Category B).
4. **Project Context and Scope:**

The consultant will conduct an assessment of the legal status of Afghan migrant groups living in Turkmenistan to determine: 1. What are the categories of legal status for Afghans in Turkmenistan? 2. What are the implications (rights, challenges) associated with each type of legal status? Answers to these questions will improve IOM’s understanding of the rights, obligations, and challenges attached to legal status (for women, men, boys, and girls). The legal review and recommendations will also clarify gaps in legal provisions, legal understanding, and law enforcement capacities and generate a comprehensive analysis of the main trends, including the geographical and socio-economic structure of migration flows of Afghan migrants to Turkmenistan. Ultimately, IOM Turkmenistan will have stronger evidence for program design, resource mobilization, and advocacy/partnerships with the Government of Turkmenistan.

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

DOE, Comprehensive Action Plan for Afghanistan and Neighbouring Countries (DP 1204)

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

* First deliverable: Design the study methodology in consultation with IOM Head Office, Regional Thematic Specialists and the sub-regional Project Coordinator. (By 31 October 2022)
* Second deliverable: Conduct interviews with Afghans in regions with high populations of Afghans: Ahal, Mary and Lebap. (By 15 November 2022)
* Third deliverable: Using data from interviews as well as the IOM Style and Spelling Guides, compile a report including:
  1. Methodology (and limitations)
  2. The context and history of Afghan population flows into Turkmenistan
  3. The context and history of the legal framework on Afghans in Turkmenistan
  4. A summary of the findings
  5. A detailed analysis of the findings including a breakdown on types of legal status, and the rights and challenges associated with each type of legal status (with attention to how these rights/challenges may affect women, children, people with specific needs).
  6. Recommendations for the Government of Turkmenistan and International Organizations.

A draft report should be submitted to IOM by 4 December 2022. The final report (including responses to comments and inputs) should be in English and submitted to IOM by 18 December 2022. If necessary, additional comments and inputs may need to be addressed and revisions may be necessary until 31 December 2022.

1. **Performance indicators for the evaluation of results**

Final report of Legal Assessment regarding the legal status of Afghan migrant groups in Turkmenistan endorsed by IOM in English language and based on IOM Guidelines on Research Report Writing.

1. **Education, Experience and/or skills required**

-Academic Degree, preferably in Law, Statistics, Migration, Migration Data collection and Analysis, Research, Desk study or/and Political Science, other humanities, or any other relevant field.

-Practical experience in conducting the legal research/desk study assessment and gap analysis of migration data collection/analysis and migration methodology.

-Previous experience with analysis on demography, laws, policies, or legislative amendments regulating migration strategy.

-Ability to clearly communicate, express ideas and knowledge and engage audience in a discussion.

-Skills and knowledge in data security and data protection principles.

-Experience working with specialized international agencies (UN Agencies, International Organizations, and International specialized NGOs).

- Experience in working with Afghan communities and present contacts among Afghan community in Turkmenistan is the must.

- Experience in writing a report that meets the international standard is required.

- Required knowledge of Turkmen, Russian and English languages.

1. **Travel required**

Travel to: Ahal, Mary and Lebap

1. **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 a personal history form and resume in a sealed envelope with the code "IOM-ASB-2022-10". Applicants can also email their applications to** [**registry.tm@undp.org**](mailto:registry.tm@undp.org) **by October 26, 2022, 6:00 pm.**