



International Organization for Migration (IOM)
The UN Migration Agency

TERMS OF REFERENCE

Position Title : Gender and Migration Specialist (Labour Mobility)

Duty Station : Port Vila, Vanuatu

Classification : Consultant, Grade OTHER

Type of Appointment : Consultant, Six months with possibility of extension

Estimated Start Date : June 2021

Honorarium : USD \$4,000-\$6,000 per month (negotiable depending on expertise and experience)

1. Objective

This is an exciting opportunity to lead IOM labour mobility programming in Vanuatu with a specific focus on equipping seasonal workers with the skills needed to maximise the socio-economic benefits of migration.

Vanuatu sends the highest number of labour migrants to Australia and New Zealand each year in the Pacific. Notwithstanding the success of these programmes, labour migration can shift family dynamics and generate many risks and challenges for families. The Gender and Migration Specialist will support IOM and partners to consolidate the newly developed “Family Redi” pre-employment training package for seasonal workers and their spouses, developed in partnership with the Vanuatu Department of Labour (DoL), World Vision Vanuatu (WVV) and IOM Vanuatu. Family Redi is a 5 day training which includes modules on what to expect from seasonal work, healthy relationships, nutrition, gender-based violence prevention and family financial management, which encompasses budgeting, saving, reducing the cost of remittance transfers and entrepreneurship.

Under the guidance of the IOM Chief of Mission, the specialist will work closely with stakeholders to further refine these activities through ongoing consultations with DoL, WVV, seasonal workers, civil society organisations/community based organisations (CSO/CBOs) and the Vanuatu Labor Mobility Worker Support Working Group. It will also involve developing options to adapt the Family Redi package to the reintegration context to support seasonal workers and their families throughout the migration cycle, especially upon return to Vanuatu.

The Family Redi training is partially being developed under the Spotlight Initiative to Eliminate Violence against Women and Girls, which is a global, multi-year partnership between the United Nations (UN) and the European Union (EU), focusing on eliminating all forms of violence against women and girls (VAWG). The Spotlight Initiative in Vanuatu focuses on intimate partner (physical, sexual and emotional) violence to address GBV in Vanuatu, building on existing country specific commitments in Vanuatu to ending domestic and intimate partner violence. The seasonal worker demographic is a key priority group for sensitization of gender-based violence prevention.

The Spotlight Initiative falls under the overall leadership of the UN Resident Coordinator. The Recipient UN Organizations (RUNOs) for the **Vanuatu Country Programme** are: IOM, UNICEF,

UNDP, and UNFPA. The Technical Coherence Lead is UNFPA.

Project to which the Consultancy is contributing: Vanuatu Spotlight Initiative to Eliminate Violence Against Women and Girls

1. Tasks to be performed under this contract:

- Provide expertise and technical leadership to meet key deliverables and support workplan formulation, program management and implementation
- Participate in and, as needed, present to the Vanuatu Labor Mobility Worker Support Working Group, chaired by the Vanuatu Department of Labour (DoL) and chaired by World Vision Vanuatu
- Support facilitation of Famili Redi training in partnership with IOM colleagues and WVV
- Manage and support IOM colleagues and consultants in the successful implementation of tasks relating to the Spotlight Initiative and Labour Mobility, including research and communications
- In close coordination with the UN Spotlight team in country and the Resident Coordinator's Office, provide support to the baseline development and monitoring and evaluation framework for the Spotlight program, including the development of relevant tools to complete baselines for UN activities
- With support from, and in close coordination with the UN Spotlight team in-country, conduct mapping, assessment and validation of relevant networks, platforms and civil society actors working on the issue of Eliminating Violence Against Women and Girls
- With support from the Spotlight team and in close coordination with UN Spotlight agencies in country, support civil society involvement in the implementation of project activities.
- Provide technical guidance to enhance monitoring and reporting frameworks for the Spotlight Initiative
- Build and strengthen sectoral partnerships including with government agencies, civil society and development partners for more effective and coordinated programme development and implementation as appropriate
- Support donor relations and donor reporting requirements, and produce periodic updates and briefs on the country situation to be used by stakeholders, and UN in-country and at Headquarters
- Identify promising practices, research, technical expertise and strategic opportunities relating to EVAWG in the context of Labour Mobility
- Identify and disseminate lessons learned and good practices
- Assist in developing programme related communications content, including social media updates, press-releases and other updates of the programme and disseminate as required;
- Identify linkages between Spotlight Programming and other relevant areas of intervention to support project development.
- Undertake duty travel as required to support programme implementation and other related activities.

2. Tangible and measurable output of the work assignment.

- Technical advice to support the Vanuatu Spotlight Initiative
- Be responsible for timely implementation of both streams of IOM's work under the Vanuatu Spotlight Initiative, including engagement and management of implementing partners, CSOs/CBOs Multi-stakeholder consultations and engagement to ensure refinement of project activities
- High quality project management, implementation, monitoring and reporting on outcomes in

line with Spotlight Country Programme Document

- Regular updates to Government partners, UN Spotlight team in country and the Resident Coordinator's Office and the Vanuatu Labour Mobility Worker Support Working Group
- Monthly communications content (twitter feed, news articles etc)

3. Realistic delivery dates and details as to how the work must be delivered.

- Tasks to be performed on a monthly basis in close coordination with IOM Chief of Mission and UN Spotlight Team according to the agreed workplan.

4. Performance indicators for evaluation of results (value of services rendered in relation to their cost).

- Performance should be assessed according to the tangible and measurable outputs of the work assignment above.

Required Qualifications and Experience:

Education

- University degree in Political or Social Sciences, Climate Change, Sustainable Development, Refugee and Migration Studies, International Relations, Law or a related field from an accredited academic institution with five years of relevant professional experience; or
- Completed High School / Secondary school education with seven years of relevant professional experience.

Experience

- Experience in liaising with governmental authorities and local communities, as well as national and regional institutions;
- Experience in project development, implementation, monitoring and evaluation and reporting;
- Experience in leading training sessions;
- Demonstrated expertise in gender and/or migration issues;
- Knowledge or experience of national issues and Pacific level issues an advantage;
- Excellent written and oral communication skills;
- Experience in working in a multi-partner or regional project and with UN agencies is an advantage;
- Prior experience working for a UN agency is an advantage.

Languages

- Fluency in English language is required. Working knowledge of Bislama an advantage.
- Note the consultant must adhere to the International Organization for Migration (IOM) Data Protection Principles (IN/138) and maintain confidentiality.
- The consultant will be responsible to follow IOM writing guidelines and latest glossaries in all given assignments for accurate translation.

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 organisational 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

- Leadership: recognises and capitalises on strengths of team to support the timely and high-quality delivery of tasks under the Spotlight Initiative
- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimise 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.

Applicant must be based in Port Vila. If necessary, IOM may be able to facilitate the visa application process for successful applicant.

Other:

The appointment is subject to funding confirmation.

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

No late applications will be accepted.

How to apply:

Interested candidates must submit 1) a duly completed IOM Personal History form 2) CV and 3) cover letter to HRCanberra@IOM.INT by 14 May 2021 at the latest, referring to this advertisement.

The IOM Personal History form can be downloaded from this link: <http://australia.iom.int/join-our-team>

Only shortlisted candidates will be contacted.

Posting period:

From: 30.04.2021 – 14.05.2021