



IOM International Organization for Migration
OIM Organisation Internationale pour les Migrations
OIM Organización Internacional para las Migraciones

Terms of Reference

REF: VN/IOM/DAR/019/18

Title: Consultant

Duty Station: International Organization for Migration (IOM), Country Office Tanzania ¹

Duration: 35 days

Fee: 325 USD per working day

Nature of the consultancy: To develop the National Guidelines for establishment and management of safe centres to assist victims of human trafficking and other forms of violence (Gender Based Violence & Violence Against Women and Children)

Objective:

The main Objective of the assignment is to provide technical support for the development of the National Guideline for Establishment and Management of Safe Centres for victims of trafficking and other forms of violence (GBV & VAWC)

- Review of the documents such as IOM handbook on Direct Assistance for Victims of trafficking, The Anti trafficking in persons' Act of 2008, The Law of child Act, the Anti trafficking in persons regulation no 27 of 2015, the National Plan of Action to end Violence Against Women and Children 2017-2021, The Guideline for the Establishment and Management of Children's Home, The Guidelines for the Establishment and Management of One Stop Centre and other related documents in Tanzania, other East African countries and Sub-Saharan Africa, which are relevant to the development of this guideline
- Developing the inception report and the draft guideline
- Presentation and submission of the final draft to the Ministry

¹ The procurement procedures will be in line with the IOM procedures

Target Audience:

Governments, universities and academia, migration practitioners.

IOM Project to which the Consultancy is contributing:

IOM as a lead partner in the country in combating trafficking in person and also committed to support Response and Support Services Thematic area within the National Plan of Action to end Violence against Women and Children. Among other interventions, IOM will support the government to develop and disseminate guidelines for the establishment and management of Safe Centres/homes to assist victims of human trafficking and other forms of violence.

The development of this guideline that aligns with the National Plan of Action to End Violence against Women and Children in Tanzania (2017 – 2022) which aims at creating a comprehensive and integrated protection system delivering coordinated, quality and timely support to women and children affected by violence². Moreover, this initiative is also aligned with the National Anti-Trafficking in Persons Action Plan (2018 - 2021) which envision a nation free from trafficking in person and provides quality services to victims to achieve their full potentials. Among the strategic actions in the National Anti-Trafficking in Persons Action Plan is to provide support to victims of trafficking through the provision of support to all registered service providers to rehabilitate shelters, to provide food, medical care, counselling, education and vocational training, and to reunify, reintegrate and repatriate victims of trafficking.

This initiative is also designed to contribute to current efforts of the government towards attaining SDG 3 (Good Health & Well Being), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), and SDG16 (Peaceful & Inclusive Societies).

The Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC) in collaboration with the Ministry of Home Affairs and other implementing partners has been supporting provision of services to the victims of trafficking including temporarily shelter since the enactment of the Anti-Trafficking in Persons' Act without a comprehensive National Guideline. Centres that were established to serve for the victims were inadequate in terms of service provision and standards. The establishment of these centres primarily depended on the Act with its regulations. These two documents don't provide the basic requirement to establish

and manage the centre (Staffing, buildings, social and rehabilitation services, location and other prohibition). It is therefore pertinent at this time to have comprehensive National guidelines which will guide Ministries, Departments and Agencies (MDAs) and other stakeholders in Prevention and Response to survivors of Violence against Women and Children

Tasks to be performed under this contract:

1. Developing inception report detailing how the assignment will be carried on, approaches and the workplan and submit to IOM/DSW
2. Conduct Desk review to assess relevant local and international standards available in Tanzanian context as well as existing guidelines
3. Facilitate Consultative meeting with key stakeholders supporting victims of trafficking and survivors of GBV and VAC
4. Facilitate Technical meetings with Technical Team
5. Develop and share Zero draft of the Guideline
6. Pre –test of the guideline before finalization
7. Facilitate the validation (Management Meeting of the Ministry) and dissemination of the guidelines.
8. Submit the final copy of the guideline

Tangible and measurable output of the work assignment:

1. Inception Report
2. Work plan and budget
3. Desk review report
4. Zero draft of the guideline
5. Stakeholder consultation Workshop reports
6. National Guideline for the Establishment and Management of Safe Homes for Victims of Trafficking and any Forms of Violence in Tanzania
7. Delivery dates and details as to how the work must be delivered:

The consultant should be able to accomplish all stated Tasks within 34 days. The Consultant will work closely with the NPA –VAWC (Response and Support Services) Secretariat at the Department of Social Welfare. The reports will be shared to IOM and Department of Social Welfare at the Ministry of Health, Community Development, Gender, Elderly and Children, prior to being shared to other MDAs and Stakeholders.

Performance final output:

The Consultant should have proven practical experience in facilitating the development of the guidelines at a national scale.

- Satisfactory completion of tasks
- Quality of the elaborated analysis;
- Timely delivery of outlines and/or drafts as indicated in point 5 and the final draft;
- Compliance with IOM House style Guidelines;
- Delivery of any other tasks indicated above.

Skills and Qualifications

- Extensive experience in developing guidelines related to human trafficking, Gender based violence, and child welfare and protection.
- Prior experience as a lead consultant in guidelines development.
- Post graduate degree in social welfare, social policy, and other related fields.
- Demonstrated understanding of services needed to victims of trafficking and survivors of GBV and VAC
- Strong analytical and conceptual skills
- Demonstrated ability to meet deadlines
- Excellent communication skills and fluency in English.
- Knowledge of Kiswahili desired

How to apply:

Interested candidates should fill in the PH form, submit CV's and cover letter indicating Ref number with 3 professional references and contacts to tzvacancy@iom.int

Or send applications to the address below;

International Organization for Migration Mission in the United Republic of Tanzania
Slipway Road, off Chole Road, Plot # 1365 Msasani. PO Box 9270 Dar es Salaam, Tanzania

Kindly note only shortlisted candidates will be contacted.

For further information, please refer to: <https://tanzania.iom.int/>

Posting period:

From 06th Nov to 12th Nov 2018