



International Organization for Migration (IOM)
The UN Migration Agency

Terms of Reference

REF: IOM/DAR/007/2021

Assignment Title: National Consultant

Duty Station : Home Based.

Type of Appointment : Consultancy Contract

Estimated start date: June 2021

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

Background/Rationale:

The International Organization for Migration (IOM) has been working with the Government, international and local partners to combat trafficking in persons in the United Republic of Tanzania since 2005, focusing on prevention, victims' protection, assistance and identification.

Most cases of trafficking in persons identified in the United Republic of Tanzania are internal, involving mainly children, girls, boys and women. However, Tanzania also serves as a country of origin, transit and destination for international trafficking in persons. According to the Anti Trafficking in Persons Act of 2008, the Department of Social Welfare (DSW) within the Ministry of Health Community Development, Gender, Elderly and Children (MOHCDGEC) has been assigned the role of "taking adequate measures for protection, rehabilitation and assistance to rescued victims".

Since 2011, with the start of the United Nations Development Assistance Plan (UNDAP 2011-2015) to which IOM is part of, IOM is working on a structured collaboration with the Tanzanian Government and UN Agencies in order to among others, provide technical assistance and capacity building to the Anti- Trafficking Committee under the Ministry of Home Affairs, the Department of Social Welfare, and other stakeholders such as police, magistrates, public prosecutors and NGOs to respond to cases of trafficking in persons.

In the framework of UNDAPII Violence Against Women and Children protection Working Group, IOM in collaboration with other UN agencies supports Ministries, Departments and Agencies (MDAs), Local Government Authorities (LGAs), Law enforcement agencies and selected Civil Society Organizations (CSOs) to have improved technical skills to prevent and



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respond to cases of abuse/violence/exploitation of children. Specifically, IOM is currently working with different stakeholders to enhance their coordination mechanisms in responding to cases of trafficking in persons, including victim's protection and prosecution of traffickers

Objective of the consultancy:

The specific task is to map service providers and referral networks to develop a directory on service providers for victims of trafficking in persons.

Expected tasks and deliverables:

1. Conduct a desk review to compile and analyse previous initiatives to map service providers for victims of trafficking. The review should be no more than five pages long and submitted to IOM as a separate document.
2. Under the guidance of IOM Tanzania and in close collaboration with the Department of Social Welfare, hold brief interviews with individual stakeholders to establish their roles in referral networks, and their collaboration with other service providers such as:
 - Ministry of Home Affairs -, the Anti-Trafficking Committee and its Secretariat, the Police Department, and the Immigration Department,
 - The Directorate of Public Prosecution (DPP),
 - Local Government Authorities
 - Social welfare Officers.
 - The Judiciary, specifically Magistrates and Public Prosecutors,
 - The Ministry of Health Community Development, Gender, Elders and Children
 - Referral Hospitals and
 - Selected International Organizations and Non - Governmental Organizations (NGOs).
 - The interviews with at least three key stakeholders per location including a minimum of five NGOs, five Police Posts and five Government Hospitals, will take place in Dar es Salaam as well as in the following six zones of the country: Lake zone (Mwanza, Mara, Kagera); Northern zone (Tanga, Arusha, Manyara, Kilimanjaro); Western zone (Kigoma, Tabora, Shinyanga); Southern zone (Iringa, Mbeya, Rukwa, Songea, Lindi, Mtwara, Ruvuma); Central Zone (Singida, Dodoma) and Eastern zone (Morogoro, Pwani). For these meetings, the Consultant will follow an itinerary agreed with IOM Tanzania
3. Prepare the first draft directory on service providers for victims of trafficking in Persons in Tanzania and share it with IOM for comments and approval.
4. Incorporate comments from IOM for the second draft version



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5. Attend and co-facilitate a meeting with key stakeholders to present the second draft of the directory for the collection of inputs on the draft. The meeting will involve, at a minimum – the Ministry of Home Affairs - the Police Department, the Immigration Department, the DPP, local government authorities, Department of social welfare officers in the Ministry of Health, Community Development, Gender, Elderly and Children (MOHCDGEC), the Anti-Trafficking Committee and its Secretariat; the Judiciary, specifically Magistrates; the Ministry of Community Development Gender and Children-Gender and Children Department, and selected International Organizations and Non-Governmental Organizations (NGOs).
6. Incorporate the collected comments and share the third draft of the Directory via e-mail with IOM and, following IOM's approval, with the involved stakeholders.
7. Prepare the final draft of the Directory and submit it to IOM by e-mail.
8. Prepare a simple Database of Service Providers in Microsoft Excel.

Shape and content of the results

- 1) Directory on Service Providers for Victims of Human Trafficking in Tanzania in English should be a compact and user friendly booklet printed with the following specifications: designed light and easy to use; 40 pages maximum printed two sided; name of government/NGO institution, region/district/ward, legal status and name of agency where registered, date of registration, designation of a contact person within an organization (name and title), location/physical address, postal address of an organization and city, telephone number, fax number, e - mail address, website, vision, mission, summary of area of work of an organization (prosecution, investigation, legal aid, accommodation, psychosocial counselling etc.) and type of an organization.
- 2) The first page of the directory should have an introduction/foreword
- 3) Database in Excel containing information on service providers
- 4) IOM reserves the copyright of the final directory and database.

DESIRABLE QUALIFICATION

Qualifications: Master's degree in political sciences/ Law/ International relations or Social Sciences; Proficiency in MS Office (Word, Excel, Outlook, PowerPoint, etc.); Research Skills; Fluent in English, both written and spoken. Kiswahili language is an asset, written and spoken.

Experience:

1. Five years of experience working on social protection issues. Extensive experience in facilitation of meetings with a participatory approach.
2. Proactive in seeking participation and inputs from stakeholders. Excellent



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communication skills, both verbal and written. Ability to work alone with minimum supervision, under time pressure and challenging circumstances. Able to deliver results within tight deadlines and with attention to detail.

3. Advanced technical understanding of key concepts, issues, actors, and processes in trafficking in persons.
4. A minimum of 5 years of work experience in both quantitative and qualitative research and data collection
5. Good knowledge of and experience of working with the UN is an advantage.

How to apply:

Interested candidates should fill in the PH form, submit CV's and cover letter indicating Vacancy Notice number with 3 professional references and contacts to email address:

tzvacancy@iom.int

Only e-mail applications will be considered.

For further information, please refer to:

<https://tanzania.iom.int/vacancies>

Posting period:

From 17th May 2021 – 30th May 2021