



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

TERMS OF REFERENCE

- 1. Nature of the services:** Research services on the needs and rights of women and girls affected by migration to officials of the Government of the Kyrgyz Republic, the Government of the Republic of Tajikistan and to corresponding IOM Missions in the region.

Context: Women comprise slightly less than half (48%) of all international migrants. The stock of women migrants from Central Asia in the Russian Federation varies, Kyrgyzstan having the highest share of women in migration (around 40%) and Uzbekistan and Tajikistan having less than 20%. In recent years, however, the number of migrant women from Tajikistan to the Russian Federation and of Tajik migrant women returnees has grown. Migration can provide important opportunities for women. It can contribute to their empowerment, leadership and skills development. Migrant women's contributions to their host and origin communities is significant. Although they earn less than male migrants do, they tend to remit larger share of their earnings to their home communities than men do and when they return they can bring with them skills, innovation and cultural diversity. At the same time, women migrants face significant and specific challenges during migration and after return to their home communities. During migration they experience a double vulnerability: as women and as individuals affected by migration. Women who stay behind face the risk of being abandoned by their migrant husbands, which can lead to dramatic emotional and financial consequences for the women and their children, especially if the husband was the only breadwinner in the family. IOM's regional assessments conducted in 2016 and 2017 on returned migrants with re-entry ban status to the Russian Federation in Kyrgyzstan and Tajikistan have identified women to be one of the most vulnerable groups of returned migrants to economic hardships and psychological distress. A joint research report by UN Women, UNIFEM and IOM (2017) documented that migrant women who returned to their communities in Kyrgyzstan are also facing stigmatization, status loss and estrangement from their spouses and children.

The International Organization for Migration – A UN Migration Agency (hereinafter called **IOM**) is launching a research project which aims to further the understanding of contributions, vulnerabilities and needs of women and girls affected by migration in Kyrgyzstan and Tajikistan through fieldwork and analysis of the existing studies on the topic. It will also carry out policy analysis and map existing programmes and services in order to identify gaps in the policy and in the programmes aimed to serve the needs of the women affected by migration in the respective countries. The main goal of this interdisciplinary research is to build the evidence base to facilitate responsive gender policy and programmes in Kyrgyzstan and Tajikistan in order to contribute to



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the reduction of vulnerability of migrant women and girls before, during and after migration and of women and girls who stayed behind. It contains two components: 1) Sociological analysis and 2) Policy analysis.

2. IOM Project to which the research project is contributing: “Addressing Migration Movements through Capacity Building in Central Asia” 2017-2018, funded by the US Bureau of Population, Refugees and Migration, Government of the United States (PRM-PIM USA).

3. Tasks to be performed under this contract:

3.1. Sociological Component:

Under the supervision of the IOM project manager, the research company will be responsible for fulfilling the tasks related to the Sociological Component (SC) of the research, which contains three sub-components: 1) comprehensive analysis of the vulnerabilities and needs of women affected by migration, including the analysis of the factors contributing to the women’s vulnerabilities (e.g. gender roles, relations and inequalities); 2) mapping of the programmes and services offered by the state and non-state actors in the country with the aim of assessing their relevance, coverage, effectiveness and sustainability; 3) media analysis to assess how vulnerabilities and needs of women migrants are properly reflected by different stakeholders in the local media. The objectives of the sub-components are as follows:

1) Needs of women affected by migration

To carry out comprehensive analysis of the needs of women and girls affected by migration in Kyrgyzstan and Tajikistan in order to get better knowledge of their complex and interconnected needs and what services and programmes they use, need and want. This will be achieved through analysis of the existing studies on the topic, interviews and focus groups with a diverse and representative sample of women and girls affected by migration and expert interviews with state and non-state service providers and programme planners.

2) Mapping of programmes and services

To conduct mapping of services and programmes that are currently available to them, and to assess how accessible and linked those services are; and to identify gaps in the services and programmes in order to offer integrated and effective approaches to reduce vulnerability of women affected by



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migration. This sub-component of the research will be done through participatory research when a diverse and representative sample of migrant women and girls and community members will be asked to map services and programmes that they use and know; through expert interviews with state and non-state service providers and programme planners.

3) Media Analysis

To analyze and map discourses on migration and on migrant women and girls in local mass media sources in order to understand whether the discourses are gender-sensitive and represent realistic and complex experiences and needs of migrant women and girls before and during migration and after return to their home country. It will identify whether media discourses contribute to stigmatization of the migrant women or to building a positive or neutral image of the migrant women. The media analysis will look at how vulnerabilities/needs of the migrant women and girls are reflected in government and non-government statements, speeches, and other communications in order to understand what is the role of the state and non-state actors in the representation of migrant women and in the protection of their human rights through local media sources.

3.2. Policy Analysis Component

The Policy Analysis Component (PAC) of the research will conduct policy analysis and provide policy advice related to the needs and rights of women affected by migration in Kyrgyzstan and Tajikistan. The policy analysts shall implement policy analysis of public policies, strategy programmes, public action plans, public spending and regulatory documents in relevant sectors pertaining to the rights and to addressing the needs of women affected by migration in Kyrgyzstan and Tajikistan.

In order to achieve the objectives of the components and sub-components of the research, the selected research company will fulfil the following tasks:

- Form a research team to initiate, launch and implement the research as stipulated by the project design;
- Lead the work of the research team by assisting in facilitation of various meetings, inter-agency work meetings, etc.;
- Guide the researchers in conceptualizing the research methodologies and related papers, guidance notes, etc. Advise in validation and testing of the research methodologies;
- Develop a research methodology and protocol, including questionnaires and interviews questions for SC and PAC;



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- Identify, gather and compile available data relevant to the Sociological and Policy Analysis components;
- Conduct the research; undertake duty trips to selected localities in Kyrgyzstan and Tajikistan;
- Conduct discourse and/or content analysis of media sources;
- Carry out analysis and mapping of the relevant public policies, programmes/services and public spending pertaining to the needs and rights of women and girls affected by migration at the local and national levels;
- Conduct interviews with representatives from the Government and other stakeholders;
- Undertake the survey of the best international practices in effective gender-responsive policy making, public spending and programme planning pertaining to the rights and needs of women migrants;
- Compile and analyse the results;
- Consult IOM, officials from relevant governmental agencies, NGOs, international organizations and other stakeholders/partners throughout the research process;
- Advise and guide during various meetings and events pertaining to the implementation of the research projects;
- Assist in preparing interim and final reports within the mentioned project;
- Prepare detailed recommendations to IOM, the Government of the Kyrgyz Republic and the Government of the Republic of Tajikistan, civil society and international development partners on planning and implementing effective programmes/services, public policy and public spending for gender-responsive migration management.
- Submit final integrated research report, including detailed recommendations;

4. Tangible and measurable output of the work assignment:

- Assemble and mobilize a research team – research team formed;
- Design the research methodology of the SC and the PAC and advocacy strategy – validated research methodology and advocacy strategy;
- Consult the research team and guide their work – regular consultancy;
- Finalize the first draft of the integrated report – the first draft of the integrated report is submitted;
- Finalize the integrated research document and review of the first draft – revision and corrections to the research text;



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- Edit the final research text: ensuring diagrams, data, analysis and other information are adequately reflected in the text – final comments;
- Assist in the organization of events to be conducted with participation of government officials and other stakeholders at different stages of project implementation (from the validation of methodology until the presentation of final results) – conducted events and reports on the events are provided;
- Help IOM in presenting the final findings of the research and delivering the research findings to end-users –final presentation;

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

- Research team assembled and mobilized – February 23, 2018
- Research methodology and protocol drafted and validated by stakeholders – March 5, 2018
- First round of research protocol activities conducted; research methodology tested and revised if needed – March 25, 2018
- All research activities conducted – May 15, 2018
- First draft of research text (including recommendations) – June 4, 2018
- Research findings presentation and advocacy event conducted – June/July, 2018
- Finalized recommendations upon stakeholder input – July 2018
- Final version of research report edited and published – August 2018

6. Technical and behavioural requirements:

- Demonstrates gender and cultural sensitivity and creates a respectful office environment free of harassment and retaliation, and promotes the prevention of sexual exploitation and abuse (PSEA);
- Effectively interfaces with government officials of appropriate level on matters related to substantive migration issues and the work of IOM;
- Effectively applies knowledge of migration issues within organizational context;
- Correctly frames migration issues within their regional, global, and political context.



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7. Education and Qualification of the Applicant's staff/experts (at least two experts should meet the following education and qualification requirements):

- Advanced University Degree in Anthropology, Sociology, Political Science and/or other relevant field;
- At least 5 years of experience on conducting sociological/policy analysis research, including experience on researching migration and/or women's rights in Central Asia, preferably in Kyrgyzstan and/or Tajikistan;
- Excellent proven analytical and presentation skills;
- Excellent understanding of migration issues and related challenges;
- Experience in working at or with international organizations;
- Experience in liaising with government authorities and diplomatic missions, as well as with international institutions;
- Experience of working with and/or familiarity with IOM and its project implementation principles is an asset.

8. Languages:

- Russian – Professional proficiency
- English – Professional proficiency
- Kyrgyz and/or Tajik – an advantage

9. Application:

Interested research companies are invited to submit the following required documents to iomalmaty@iom.int by **08 February 2018**, at the latest, referring to this advertisement in the subject line:

- A cover letter indicating motivation, list of experts, including their relevant experience, their envisaged roles and tasks in the research project and fee for the research services of the company (including travel expenses of the experts) up to USD 45 000 (forty five thousand);
- Current CVs of the experts;
- A description of the approach, methodology and detailed work plan for performing the assignment.