



TERMS OF REFERENCE

Gender specialist for IOM's Migration, Business and Human Rights programme in Asia

1 BACKGROUND

Established in 1951, the International Organization for Migration (IOM) is a related organization of the United Nations (UN), 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. As part of its commitment to gender equality and empowerment, IOM acknowledges the need to integrate a gender-mainstreaming approach into its core activities. Evidence across migration corridors confirms that women migrant workers are more vulnerable because countries of origin often either require spousal consent for women to migrate, or ban the migration of women which may push them towards irregular pathways, gender-irresponsible recruitment agencies, gender-stereotyping in job selection processes, wage discrimination in destination countries, psychosocial risks associated with family separation, and at its most extreme, physical or mental abuse including sexual and gender-based violence, trafficking and forced labour.

With funding from the Regional Development Cooperation Section of the Embassy of Sweden in Thailand, the IOM Development Fund, and the private sector, since 2017 IOM implements the Corporate Responsibility in Eliminating Slavery and Trafficking (CREST) programme, a regional partnership initiative that aims to realize the potential of business to uphold the human and labour rights of migrant workers in their operations and supply chains. CREST's gender mainstreaming was largely guided by the CREST Gender Strategy, which was developed in collaboration with the International Women's Rights Action Watch (IWRAP) Asia Pacific. The Gender Strategy's purpose was to mainstream gender concerns throughout the project implementation including in private sector partnerships that are developed.

The final external evaluation of the CREST programme, which included a review of CREST's gender responsiveness, outlined that the project mainstreamed gender equality throughout its work by integrating gender equality principles across most of its tools and knowledge products; conducting some research studies that included an examination of specific issues facing women migrant workers; producing a guidance document on addressing women migrant worker vulnerabilities in supply chains; integrating gender-sensitive language; trying to ensure that women migrant workers equally benefitted from the programming; and collecting and reporting on gender-disaggregated data wherever possible. Nonetheless, there was considerable room for the initiative to have further designed and targeted its programming towards the promotion of gender equality through a more intentional gender transformative approach designed to challenge the norms and institutional structures that promote gender inequality and inequity. One of the lessons learned was that migration programming can have a more meaningful impact on addressing gender inequalities when it is geared towards gender transformative programming as opposed to gender mainstreaming by empowering organizations that represent women migrant workers, advocating for changes in government legislation and policies that discriminate against women migrant workers and other gender groups, and empowering private sector actors to use gender equality strategies as a means to adhere to the UN Guiding Principles on Business and Human Rights (UNGPs).

Building on the achievements of the CREST programme, IOM is launching an overarching Migration, Business and Human Rights programme (MBHR) in Asia which reflects the evolution from partnerships with single companies

towards working with industries, governments and civil society to enhance commitments and collaboration to mainstream migration in the business and human rights agenda as outlined by the UNGPs. The programme will help advance the implementation of the “Protect, Respect and Remedy” framework of the UNGPs and as well as the Global Compact for Safe, Orderly, and Regular Migration (GCM). Highlighting the responsibility of the private sector in addressing the human and labour rights risks experienced by migrant workers in supply chains, the Proposed Action will directly apply the three main concepts of the UNGPs, human rights due diligence, meaningful stakeholder engagement and addressing harm.

In the development and implementation of the MBHR in Asia programme, IOM will aim to adopt a gender-transformative approach to programming by integrating gender equality principles in all its work. When partnering with business, IOM will commit to strengthening corporate human rights policies, human rights due diligence and remediation framework to better address the gender dimensions of migrant workers in company operations and supply chains.

2 OBJECTIVES OF THE CONSULTANCY

Given the diverse challenges faced by migrant workers, including gender-based discrimination, violence, and exploitation, IOM seeks to hire a qualified Gender Specialist/Service Provider to provide technical support to improve the gender responsiveness of IOM’s MBHR programming.

3 SCOPE OF THE CONSULTANCY

The selected Gender Specialist will be responsible for:

- Reviewing and updating the CREST Gender Strategy, to align with the MBHR programme’s commitment to gender transformative programming as well as the [UNSWAP 2.0 on Gender Equality and Women’s Empowerment](#) and the GCM.
- Conducting a comprehensive analysis of the [Labour Migration Process Mapping Guide](#) to identify gaps and areas where gender perspectives can be integrated to enhance the capacity of businesses to address gender-related issues and advance gender equality within their supply chains.
- Designing a sub-tool (annex) to be integrated into the [Labour Migration Process Mapping Guide](#) to support companies to promote gender equality and inclusivity in their supply chains that hire migrant workers. The sub-tool should consider the inclusion of gender-responsive cross-cutting themes such as gender-based violence, gender equality, women’s empowerment, and the needs of vulnerable groups.
- Providing training to IOM staff in applying gender-transformative approaches when implementing activities and programs.

Deliverables will include:

1. An updated MBHR Gender strategy that is aligned with the [UNSWAP 2.0 on Gender Equality and Women’s Empowerment](#) and the GCM.
2. Gender inclusivity sub-tool for the [Labour Migration Process Mapping Guide](#).
3. An online briefing to IOM staff on the gender-inclusivity sub-tools developed for the [Labour Migration Process Mapping Guide](#).
4. A one day in-person training to IOM on implementing gender- transformative programming in the context of migration, business and human rights.

4 BUDGET

IOM expects the individual/service provider(s) to submit an all-inclusive budget for the services. IOM will cover the flights, accommodation and subsistence allowance for the one-day training on implementing gender- transformative programming in the context of migration, business and human rights.

5 TIME SCHEDULE

The assignment is expected to commence on 14 August 2023, with the final deliverables expected by 25 October. The total number of days envisioned is 30 working days. The timeline of the deliverables will be agreed with the selected consultant/service provider(s).

6 SUBMISSION OF APPLICATION

Qualifications and Experience

At a minimum, the consultant/service provider(s) should possess the following qualifications:

- Proven expertise and experience in gender mainstreaming, developing gender-responsive training materials, and conducting gender analysis in diverse cultural contexts.
- Advanced university degree in gender studies or a related field for individual consultant. For service provider, team members with expertise in labour migration, private sector partnerships and gender are required. Additional studies or experience in migration, human rights, or international development would be an asset.
- Familiarity with international standards and frameworks on gender equality, women's rights, and gender-based violence.
- Excellent communication and facilitation skills, with the ability to conduct engaging and interactive training sessions for diverse audiences.
- Proficiency in English is required. Proficiency in additional languages, especially French or Spanish, would be highly advantageous.

Interested candidates are requested to submit the following:

- Cover letter expressing interest and outlining relevant experience.
- Curriculum vitae detailing qualifications, experience, and references.
- Samples or examples of previously developed gender-responsive training materials.
- Proposed work plan and timeline for the consultancy.
- Financial proposal

Individual/Service provider should submit their applications via email, addressed as "Application for Gender specialist for IOM's Migration, Business and Human Rights programme in Asia" via email to the following address: hcmc@iom.int. All submissions with a complete set of documents should reach IOM no later than midnight (Indochina time) on 28 July 2023. Late applications will not be accepted. Any questions regarding the call for applications should be sent to the following address: hcmc@iom.int

7 EVALUATION OF APPLICATIONS:

Applications will be evaluated based on the qualifications and experience of the candidates. Only short-listed candidates will be contacted for further evaluation through interviews or other appropriate assessment methods.