



Annex 2 - TERMS OF REFERENCE

Version 2

September 2021

FOR THE CONSULTANCY CONTRACT OF: Trainer to conduct Migration and Data training for government partners.

1. **Duty Station of the Consultancy:** Bishkek, Kyrgyzstan
2. **Duration of Consultancy:** 5 July 2023 – 30 July 2023
3. **Nature of the consultancy:** Under the overall supervision of the Head of Office and the direct supervision of the Programme Manager, the successful candidate will develop a comprehensive training curriculum on **MIGRATION & DATA** for relevant state authorities and deliver a 1.5 (one and a half) day training in Bishkek. The Consultant will work jointly with the Migration, Environment, and Climate Change (MECC) Consultant.
4. **Project Context and Scope:** Mountain areas worldwide are highly vulnerable to the impacts of climate change. Average global warming of 1.5° and above is projected to have devastating impacts on mountain systems, including glacier retreat, increase in hazard risk, and loss of biodiversity. However, in comparison to Small Island Developing States, mountain countries have not managed to develop collective advocacy efforts that catch the attention of global policymakers and donors. The current and projected impacts of climate change in mountain areas have and will continue to have strong implications in terms of different forms of human mobility. As lives and livelihoods are disrupted, changes in mountain ecosystems imply shaping population movements of different kinds, including transhumance and pastoralism, labour migration, displacement, and planned relocation (IPCC 2019). However, local, national, and regional decision-makers and practitioners are often not equipped to address the human mobility implications of climate change in mountain areas.

IOM has launched a project entitled 'Addressing Human Mobility in a Changing Climate in Mountain Areas of the Kyrgyz Republic' to strengthen the evidence base on human mobility in contexts of disasters, environmental degradation, and climate change in mountain areas, with special attention to high mountains, and will also contribute to the dissemination of new information. IOM missions in Ecuador, Kazakhstan, Kyrgyzstan, Tajikistan, and Uzbekistan will implement this study in multiple contexts, which requires the tool to capture information from multiple scenarios and facilitate comparative analysis. The cooperation between

IOM and the Implementing Partners aims to implement a longitudinal/ panel study in the Kyrgyz Republic in collaboration with relevant stakeholders.

On August 8, 2022, the Interministerial working group (here and after – TFG) was established with the aim to work on improving the system for collecting official and administrative statistics in the field of migration in order to implement the Medium-Term Action Plan of the Concept of the Migration Policy of the Kyrgyz Republic for 2021-2030, approved by the Resolution of the Cabinet of Ministers of the Kyrgyz Republic dated April 13, 2022 No. 191.

Collection of data on migration, environment, and climate change is one of the tasks in the Concept of Migration Policy as part of the Action Plan for the implementation of the Concept of comprehensive protection of the population and territory of the Kyrgyz Republic from emergencies for 2018-2030 (stage 2 - 2023-2026) from taking into account the prevention of forced migration (resettlement of the population from potentially dangerous areas).

5. **Project to which the Consultant is contributing:** “Addressing Human Mobility in a Changing Climate in Mountain Areas of the Kyrgyz Republic, funded by Asia (RMP) Phase 12” (MS.0010).
6. **Tasks to be performed under this contract:**
 - a) In coordination with IOM, develop a comprehensive one-and-a-half (1.5) day training agenda and curriculum for relevant state authorities, which includes:
 - Introduction and overview of Migration & Data and data collection tools that exist today at the national level;
 - Policy perspective of Migration, & Data, especially from the migration, environment, and climate change (MECC) perspective (Why MECC data are needed, challenges and limitations to data collection, ethical data collection and data protection, data validation, and data analyses., etc.);
 - Identification of the climate-induced migrants and the tracking mobility of climate-induced migrants in Kyrgyzstan.
 - b) Ensure that the developed agenda and training curriculum are designed with the consideration of the local context and based on the 2021-2030 Concept of Migration Policy of the Kyrgyz Republic and the Action Plan thereof, On the Concept of Comprehensive Protection of the Population and Territory of the Kyrgyz Republic from Emergencies for 2018-2030, Five Years of Action for the Development of Mountain Regions Plan, National Adaptation Plan and National Determined Contributions.
 - c) Prepare the final report with the results of the assessment of participants’ knowledge.
 - d) Prepare training materials and handouts to be printed and shared with the participants during the training in coordination with IOM.
 - e) Provide IOM in a timely manner with a list of training materials to be purchased (stationery, flipcharts, papers, etc.).

f) Training has to include a fair amount of theory and practical hands-on exercises to ensure the participants obtain a sufficient grasp of the knowledge shared by the trainers.

g) Develop and conduct preliminary and post-training surveys among participating state authorities to evaluate the participants' increased knowledge of Migration, & Data, and their functional responsibilities.

h) Conduct 1.5 (one-and-a-half) day training for the nominated participants from relevant state authorities.

i) Coordinate the final version of the training report with the MECC Consultant.

j) Other duties relevant to the training as may be requested by IOM;

k) The Consultant will receive an all-inclusive fee for 1.5 (one and a half) days of training and 5 full working days for developing training agenda and training curriculum jointly with another consultant, and IOM project manager. Therefore, the total amount of the consultancy (trainer) fee shall be provided in USD per day (daily fee x 7 days).

7. **Performance indicators for the evaluation of results:**

- Developed and approved training agenda, training curriculum, and handout materials for nominated participants from relevant state authorities.
- Developed and approved pre-post training tests for the participants.
- 25 participants representing relevant state authorities, i.e. technical specialists in social issues, data collection, prognoses, internal mobility, and registration of the population, are trained.
- At least 70% of knowledge increase among participants as a result of the training.
- Final report, approved by IOM, with the results of the assessment of participants' knowledge increase.

8. **Education, Experience and/or skills required:**

- Bachelor's Degree in Social Sciences, Migration, Climate Change, Data/ Statistics, Demography, or another related gender thematic field;
- At least 5 years of experience in developing and conducting training for the government on statistics and data;
- Proven communication skills, with a strong command of Russian and/or Kyrgyz language.

9. **Travel required:** TBC

10. **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 organizational 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

- **Teamwork:** develops and promotes effective collaboration within and across units to achieve shared goals and optimize 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.