



International Organization for Migration (IOM)
The UN Migration Agency

CALL FOR APPLICATIONS CFA2024/ME10/004

Open to External Candidates

Position title : **National Consultant for rapid assessment of the current situation concerning the labor exploitation environment**
Duty Station : **Home-based and field work required**
Contract Type : **Individual Consultancy Contract (20 consultancy days)**
Estimated Start Date : **15 June 2024**
Closing Date : **31 May 2024**

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.

IOM is committed to a diverse and inclusive environment.

- 1. Duty Station of the Consultancy:** IOM Montenegro – home-based and field work required
- 2. Duration of the Consultancy:** 15 June 2024 – 1 October 2024
- 3. Nature of the consultancy:** To conduct a rapid assessment of the current situation concerning the labor exploitation environment including recommendations for addressing the assessed gaps and needs for further actions at policy level.
- 4. Project Context and Scope:**
The project “Strengthening Counter Trafficking in Persons Efforts in Montenegro” aims to contribute to an efficient, effective, and coordinated national response to combat human trafficking in Montenegro. Therefore, this two-year intervention will seek to enhance response and coordination among relevant stakeholders in the field by defining protocols on cooperation and identifying roles and responsibilities of parties in concern at policy level of the project. Furthermore, the project will work on strengthening capacities of different interlocutors at operational level, by a series of activities focused on identification of potential victims of trafficking (VoTs) and referral systems. Finally, awareness raising campaign about various forms of labor exploitation, common recruitment tactics, and red flags, aims at empowering citizens to recognize potential cases of trafficking in persons and report them, thereby preventing further exploitation.

Labor exploitation has become an emerging form of exploitation, especially bearing in mind the presence of a large number of foreign workers in Montenegro, who are not necessarily linked to summer season. Throughout past years majority of foreign workers were from the Western Balkans, however their composition changed lately and the presence of workers from Türkiye, Nepal and India were observed in Montenegro, which made the overall situation more challenging in terms of controls, by labour inspectors.

Under the direct supervision of the IOM Montenegro Protection Coordinator, under the overall supervision of the IOM Montenegro Chief of Mission, and in close coordination with the Regional Thematic Specialist within the Regional Office (RO) in Vienna, the successful candidate will contribute to this outcome by conducting a rapid assessment of the current situation concerning labor exploitation environment by collecting and analyzing existing information on the enabling environment of labor exploitation in the country and the immediate areas of improvements, including legislative and policy frameworks, and the roles and responsibilities of key stakeholders. The rapid assessment will evaluate factors that may contribute to, but also indicate the presence of, labor exploitation in a given environment (for example, conditions that create opportunities or vulnerabilities for labor exploitation to occur, such as economic inequality, lack of legal protections for workers, high unemployment rates, presence of migrant workers, and weak enforcement of labor laws). Further, it will facilitate the identification of key issues, gaps in the referral system and in practical work to overcome obstacles in enforcing the legal measures and collaboration between key interlocutors, providing a strong basis for further action at policy level.

5. Organizational Department / Unit to which the Consultant is contributing:

IOM Montenegro

Migrants Protection Assistance Unit

Project name/code: "Strengthening Counter Trafficking in Persons Efforts in Montenegro"/PX.0512

6. Tangible and measurable outputs of the work assignment

Consultant hired to deliver the following tasks on two-installment payment basis as outlined below:

- **First deliverable** – Prepare research methodology (objectives, methodological approaches, research tools) – 2 consultancy days;
- **Second deliverable** – Conduct an overview of Montenegrin legislative, institutional and policy framework pertaining to labor (review existing laws and regulations on trafficking with focus on labor exploitation, including current government policies addressing the labor exploitation and institutions concerned with implementation of labor exploitation) – 3 consultancy days;
- **Third deliverable** – Analyze Montenegro's legal framework in comparison with applicable EU and international standards regarding labor exploitation (assess how Montenegro's legislation aligns with international definitions and standards of human trafficking and forced labor, including relevant conventions) - 3 consultancy days;
- **Fourth deliverable** – Stakeholders consultations (consultations/interviews, online or in person, with identified key informants, representatives of relevant Montenegrin authorities engaged in the area of labor and inspection, including representatives of international and national organizations for protecting workers from exploitation and forced labor with the aim to collect data and evidences of the practical application and assessing the capacities for engagement in prevention activities) - 5 consultancy days;

- **Fifth deliverable** – Short report on activities conducted (2 pages report summarizing key achievements and results, including the check list of documents reviewed (legal, policy, literature) and list of key informants interviewed) – included in the consultancy days of first deliverable (payment of the first instalment, i.e. upon the completion of 13 consultancy days);
- **Sixth deliverable** - Data analysis and final report (final research report is to be created containing results made on legal review and analyze and stakeholders' consultations, including identified gaps, inconsistencies, and areas for improvement within the existing legislative framework, and recommendations for addressing the assessed gaps and needs for further actions at policy level) - 7 consultancy days (payment of the second and final instalment after completion of the remaining 7 consultancy days).

REMARK: deliverable dates may be changed pending the progress and involvement of other relevant actors.

7. Performance indicators for the evaluation of results

- Methodology and tools for data collection,
- Short report on activities conducted, including the check list of documents reviewed (legal, policy, literature) and list of key informants interviewed,
- Final report of the assignment.

8. Education, Experience and/or skills required

- Master's degree in law, international relations, social sciences, or a related field from an accredited academic institution with five years of relevant professional experience with deep understanding of labor and employment area, including the legal frameworks, policies, and international guidelines related to labor exploitation; or
- University degree in the above fields with ten years of relevant professional experience with deep understanding of labor and employment area, including the legal frameworks, policies, and international guidelines related to labor exploitation;
- Proven experience in conducting assessments or research related to labor rights, human trafficking, or similar fields.
- In-depth knowledge of Montenegrin labor laws and regulations.
- Familiarity with international standards and conventions related to labor exploitation and human rights.
- Excellent organizational skills, ability to organize one own's work and ability to respect schedules and deadlines;

9. Language

Fluency in **Montenegrin** and **English** language (oral and written).

10. Travel required

Travel within Montenegro required throughout duration of the process of stakeholder's consultations (interviews with key informants) in labor environment covering visits to north, south and central part of the country (in total 5 days)

11. 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.

12. Other

Any offer made to the candidate in relation to this Call for Applications is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable, and security clearances.

This post is subject to local recruitment. Moreover, Montenegro nationals/citizens and persons holding a valid residence and work permit for Montenegro will be eligible for consideration.

How to apply

Interested candidates are invited to submit their applications via e-mail to hrmontenegro@iom.int

Documents to submit as a part of the application should include:

- Cover Letter;
- Updated Curriculum Vitae (CV);
- Name and contact information of 2 (two) referees; and
- Financial proposal.

Applications must be received by **May 31, 2024, 23:59 local time** at the latest.

Email subject: **Candidate's Surname – application CFA2024/ME10/004**

For an application to be considered valid, IOM only accepts applications duly completed.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED

Posting period:

From *17 May 2024* to *31 May 2024*