



Ministry of Home Affairs and  
Internal security (DOI, HARID)



International Organization for  
Migration

## CONSULTANCY TERMS OF REFERENCE

<b>Duty Station:</b>	Zambia - Lusaka	<b>Duration:</b>	6 months
<b>Position:</b>	Consultancy	<b>Estimated Start Date:</b>	April 2022

### 1. BACKGROUND

Trafficking in Persons (TIP) is a serious crime and a grave violation of human rights posing a serious challenge to communities and to society at large. TIP results in the exploitation of men, women, boys and girls in situations where victims are unable to escape from their trafficker. Deception, coercion, physical or psychological threats, abuse of vulnerability are some of the means used to exploit victims, forced labour, sexual exploitation, servitude or slavery-like practices, removal of body parts, forced marriages and other exploitative practices. Are no exception.

Zambia is a country of origin, transit, and destination for men, women, and children subjected to forced labour and sex trafficking. Whilst Zambia has previously made steady progress in preventing TIP, the 2020 and 2021 Global Trafficking in Persons (GTIP) reports indicate that Zambia has not fully met the minimum standards for the elimination of trafficking, however it is making significant efforts to do so during the periods under review.

TIP is complex and dynamic, taking place in a wide variety of contexts and is usually very difficult to detect. One of the greatest challenges in developing targeted counter-trafficking responses and measuring their impact is the lack of reliable, high-quality data related to the scale of human trafficking and the profile of victims. Further, it is dynamic and adaptable, and like many other forms of criminal activity, it is constantly changing in order to defeat efforts by law enforcement to prevent it. Furthermore, COVID-19 has created and exacerbated specific socio-economic vulnerabilities and continues to have important implications for individuals at risk of or being exploited in human trafficking.

IOM, in collaboration with the Government of the Republic of Zambia, is implementing a project entitled **Enhancing National Capacity to Prevent and Respond to Human Trafficking in Zambia**, which is funded by the United States Department of State Office to Monitor and Combat Trafficking in Persons. The project seeks to contribute to strengthened national response to TIP in Zambia. One of the specific objectives of the project is to improve knowledge on TIP among both state and non-state actors. Among others, the project seeks to support undertaking of a national survey on TIP in Zambia which will contribute towards enhancing evidence-based policy and programmatic interventions.

In view of the above, IOM seeks to support the Ministry of Home Affairs and Internal Security with conducting a national survey on Human trafficking.



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## **2. OBJECTIVES OF THE NATIONAL SURVEY ON TIP EXPECTED DELIVERABLES**

### **2.1 Objectives**

The overall objective of the survey is to contribute towards improved awareness on the TIP in Zambia with a view to assist the GRZ to better prevent the crime, protect the victims, prosecute the traffickers and enhance partnerships for a coordinated national response to TIP.

The specific objectives of the survey will be to;

- Review the annual GTIP Reports between 2005 and 2021 and other relevant documents to establish the TIP situation in the country. Critically review the major dynamics related to TIP in Zambia in light of the economic, social and political developments at national, regional and global levels. Among others, the review should cover the following issues:
  - Trends, types, patterns, dynamics and levels of TIP in Zambia,
  - Issues related to Prevention, Protection, Prosecution and Partnerships with regards to TIP,
  - Major drivers of TIP in Zambia and in the region,
  - Availability and flexibility of pathways for regular migration,
  - Review of the operations of the recruitment agencies vis-a viz fair and ethical recruitment and safeguarding conditions that ensure decent work, as well as point out any deficiencies in relation to international good practices.
- Undertake a national survey to assess the knowledge, attitudes, beliefs and practices on TIP in Zambia,
- Explore the impact of COVID-19 on TIP. Among others, this should focus on the impact of COVID-19 in the education sector, wellbeing of children, livelihoods of the youth and other coping mechanisms.
- to conduct an in-depth analysis of existing legislation, policies, institutional structures and coordination mechanisms pertaining to TIP in Zambia and to provide recommendations in line with international good practices as points of reference for improving national response to TIP in Zambia. Consideration should also be given to strengths and weaknesses of the existing legislative, regulatory, institutional and coordination frameworks for national response to TIP in Zambia.
- Highlight the major priority areas for improvement of national response to TIP and propose actionable recommendations to enable the GRZ to meet the minimum standards for the elimination of trafficking in Zambia.

#### **○ 2.2 Expected Deliverables**

- Inception Report outlining Consultant's understanding of the scope of work, workplan, methodology, tools, proposed strategy for the national TIP survey.



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- Draft national TIP assessment report that covers all the areas of the scope of work as spelt out in the Terms of Reference. The consultant will present the draft report to national stakeholders for review and validation.
- A final report that incorporates the inputs and recommendations from stakeholders after review and validation of the draft report. The final report should include major priority areas/thematic areas and actionable recommendations to enable the GRZ to meet the minimum standards for the elimination of trafficking in Zambia. All reports (deliverables) will be submitted in both bound and electronic (MS Word/Excel) form and in line with IOM Housing and Publication Guidelines.
- A policy brief that captures all the key salient policy issues for consideration by the GRZ.
- A PowerPoint presentation of the survey findings to be used by stakeholders for dissemination of findings and advocacy.

**Table 1 showing the expected delivery schedule**

Activity	Number of Days	Deliverable
Engagement with IOM and the GRZ and review of secondary literature	15	Inception Report outlining Consultant's understanding of the scope of work, workplan, methodology, tools, proposed strategy for the national TIP survey.
National TIP survey undertaken including stakeholder consultations, drafting of the report and presentation to stakeholders for review and validation	120	Draft national TIP assessment report that covers all the areas of the scope of work as spelt out in the Terms of Reference. The consultant will present the draft report to national stakeholders for review and validation.
Finalization of the report including incorporating comments and feedback from the stakeholders	45	✓ A final report that incorporates the inputs and recommendations from stakeholders after review and validation of the draft report. The final report should include major priority areas/thematic areas and actionable recommendations to enable the GRZ to meet the minimum standards for the elimination of trafficking in Zambia. All reports (deliverables) will be submitted in both bound and electronic (MS Word/Excel) form and in line with IOM Housing and Publication Guidelines.



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		<ul style="list-style-type: none"> <li>✓ A policy brief that captures all the key salient policy issues for consideration by the GRZ.</li> <li>✓ Powerpoint presentation of findings</li> </ul>
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### 3. EXPECTED DURATION OF THE ASSIGNMENT

The duration of the assignment is 180 days including holidays and weekends from the time of signing the contract.

### 4. CONSULTANT'S PROFILE

#### Qualifications

- University Degree/higher preferably in demography, Social Sciences, Law or Human rights.

#### Experience

- At least 5 years of professional experience in the field of migrant protection.
- Previous experience in conducting research

#### Competencies

- Strong writing and analytical skills.
- Strong interpersonal and networking skills.
- Strong skills in migration and development
- Ability to interact with senior officials (Government/NGO officials and multilateral and bilateral representatives).

### 5. REPORTING

The consultant will report directly to IOM and the National Secretariate on Human trafficking under the Department of Immigration.

### 6. QUESTIONS AND CLARIFICATIONS

All requests for questions and clarifications should be sent in writing to [iomlusakarecruitment@iom.int](mailto:iomlusakarecruitment@iom.int)

### 7. SUBMISSIONS AND CLOSING DATE

#### • Submission of applications:

Interested consultants may find the full terms of reference on the following link:

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#### • Applications should contain:

- **Technical proposal** including a letter of motivation, methodology, detailed curriculum vitae,



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- o **Financial proposal** including all the professional fees, and any other cost elements,
- o **Proof of previous related work** - how it was successful to achieving the goals of that institution or programme and at three traceable references,
- o Provide documentary proof of professional and academic qualification and testimonials
  - The expression of interest should demonstrate how the consultant proposes to engage with the relevant stake holders.
  - Women and Zambian researchers/consultants are strongly encouraged to apply,
  - All interested consultants are to submit electronic copies of their technical and financial proposals to IOM by close of business **Wednesday 3<sup>rd</sup> May 2022** using the following email: [iomluskarecruitment@iom.int](mailto:iomluskarecruitment@iom.int) **Please include Consultancy Title in the Subject line.**

**Only Shortlisted candidates will be contacted.**