Open to Internal and External Candidates

Position Title: Consultant _ HRDDP Assessment on Registration of Migrants

Duty Station: IOM Libya mission _ Home based consultancy

Type of Appointment: One month with possibility of extension

Estimated Start Date: As soon as possible

Closing Date: May 21st, 2020

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 work environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

Context:

Libya has traditionally been a transit and destination country for migrants seeking better economic opportunities, escaping violence in their home countries, or hoping to use the territory as a launch pad to Europe. Yet, the protracted conflict in the country, which has worsened since 2014, did not reduce the flow of migrants into the country. It has in fact, made the transit and the permanence even more difficult and dangerous. In Libya, there are currently approximately 650,000 migrants, the majority coming from Libya’s neighbouring countries Niger, Chad, Sudan and Egypt. In front of this situation, the comprehensive and systematic collection, exchange and analysis of data on migration in Libya remains a major challenge for national authorities.

According to European arrival data, 116,426 migrants have crossed the Mediterranean Sea in 2018, while in 2019 the number reached 103,901 arrivals. During 2019, 9225 migrants were returned to Libyan coast by Libyan Coast Guard (LCG) and the majority of them ended up in detention centers administered by the Directorate for Combatting Illegal Migration (DCIM) of Libyan Mol.

Libyan authorities are not systematically registering migrants and refugees held in detention centres under DCIM control, making it therefore difficult to keep track of all migrants that are transferred from disembarkation points, and nearly impossible to discern how long they have been detained and when they have been transferred to another centre or have been released. While recognizing the State of Libya’s prerogative in ensuring appropriate identity
management for persons residing on its territory, IOM also acknowledges the challenges faced by the State of Libya and the need to prioritize protection, identification of specific vulnerabilities and access to services as key drivers for registering irregular migrants in Libya. One of the key activities is to enhance national capacity to implement a protection-sensitive and secured migration management database for identifying and registering migrants at both disembarkation points and detention centres, while better collecting, protecting and sharing data of migrants.

The ‘Human Rights Due Diligence Policy on UN support to non-UN security forces’ (HRDDP) was issued by the United Nations Secretary-General on 13 July 2011, and is intended to serve as a risk management mechanism to ensure that the Organisation does not provide support to entities committing grave violations of international, humanitarian, human rights and refugee law when engaging with the security sector. Moreover, the HRDDP is intended to help guide UN entities and their in-country leadership in their engagement with non-United Nations security forces, including the implementation of safeguards and mitigation measures to reduce the risk of violations. A key component of implementing the HRDDP is the risk assessment, which provides the baseline analysis of risks for engaging with the sector. Based on it, the project management and, where appropriate, UN leadership at the country level, can ensure the identification and implementation of appropriate mitigation measures and responses.

In Libyan context, two risk assessments have already been undertaken by the HRDDP Task Force in relation to the assistance provided to Libyan Coast Guard and the Department for Combatting Illegal Immigration. Among the resulting mitigation measures, it was recommended the introduction of a registration system for migrants in detention and at disembarkation points.

**Core Functions / Responsibilities:**

**OBJECTIVE**

The objective of the consultancy is to provide technical and operational support to IOM Libya’s commitment to the HRDDP provisions related to provision of assistance to national authorities on registration of migrants in detention centers and at disembarkation points, through facilitating the development a comprehensive knowledge base, based on best practices and in cooperation with relevant stakeholders, through building synergies and identifying modalities for improved delivery of results. The incumbent is expected to draw upon previous stakeholder analyses, risk assessments, capacity and needs assessments, and human rights monitoring conducted, assessments on the Ministry of Interior and police, rule of law sector, and the Support to Security Forces in Libya, HRDDP General and Preliminary Risk Assessments.

Under the overall guidance of the Chief of Mission and the direct supervision of the Programme Manager for IBM/SAR/TC, the incumbent is expected to:

a) Identify possible risks related to implementation of an integrated registration process for migrants at disembarkation points and in detention centers as part of the mitigation measures endorsed by the HRDDP task force.
b) Provide advice on required additional mitigation measures addressing the risks identified related to the registration process, while at the same time considering the envisaged scope of engagement for IOM based on its contractual obligations and projects;

c) Review from HRDDP perspective the draft Standard Operating Procedure for the registration process;

d) Provide expertise and guidance on IOM programming regarding provision of assistance to registration of migrants and appropriate responses from HRDDP perspective;

e) Coordinate closely with other IOM Libya Units, the HRDDP Task Force as well as the relevant representatives of other entities within the UNCT Libya, in identifying possible risks and proposing mitigation measures related to the registration of migrants in detention centers and at disembarkation points.

**Expected Outputs and Deliverables; Estimated duration to complete:**

1. First deliverable - 15 working days from the start of the consultancy;
   Comprehensive “HRDDP Risk Assessment Report” on IOM support to implementation of an integrated registration process for migrants at disembarkation points and in detention centers.

2. Second deliverable - 20 working days from the start of the consultancy;
   Action Plan with mitigation measures related to the “HRDDP Risk Assessment Report” on IOM support to implementation of an integrated registration process for migrants at disembarkation points and in detention centers.

3. Third deliverable - 25 working days from the start of the consultancy;
   HRDDP review of Draft Standard Operating Procedure for the registration of migrants in detention centers and at disembarkation points in line with agreed upon mitigation measures.

4. Fourth deliverable - 30 working days from the start of consultancy:
   Materials/submissions prepared for the IOM presentations to the Task Force related to registration, including the conclusions of the risk assessment and proposed mitigation measures.

   Deliverables are expected to be drafted in English.

**Required Qualifications and Experience**

- Master’s degree in a field of study related to Humanitarian Law, International Law, Human Rights or a related field from an accredited academic institution with relevant professional experience.
- Minimum of 10 (ten) years relevant work experience;
- Prior work experience with an international organization and/or providing technical assistance to national authorities is an asset;
- Previous work experience related to implementation of HRDDP policy;
- Strong and demonstrable interest in humanitarian issues;
- Good understanding of gender and issues around gender-based violence;
• Excellent writing, communication, negotiation and analytical skills;
• Ability to prepare clear and concise reports;
• Strong creative and strategic thinking;
• Excellent ability to prioritize tasks and strong organizational skills;
• Good knowledge of project development, management, and evaluation concepts and procedures is a strong asset;
• Good level of computer literacy.

Languages

Fluency in English is required, Arabic is advantageous.

Required Competencies

Values
• Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
• Integrity and transparency: maintain 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 level 1
• 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.

Other

Any offer made to the candidate in relation to this vacancy 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.

Only candidates residing in either the country of the duty station or from a location in a neighbouring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighbouring country located within commuting distance, and work permit, as applicable.

This position is a full-time home-based consultancy with potential travel to Libya and Tunisia as required.
The consultant must adhere to the International Organization for Migration (IOM) Data Protection Principles (IN/138) and maintain confidentiality.

The consultant will be responsible to follow IOM writing guidelines and latest glossaries in all given assignments for accurate translation

**How to apply:**

Interested candidates are invited to submit their updated CV with a cover letter to hrdlibya@iom.int, by 21 May 2020 at the latest, mentioning the job title in the subject line. Emails without such indication will not be considered.

Only shortlisted candidates will be contacted.

**Posting period:**

From 07.05.2020 To 21.05.2020