

**Annex 2 - TERMS OF REFERENCE**

**FOR THE CONSULTANCY CONTRACT OF: PSEA Risk Assessment Consultant**

1. **Duty Station of the Consultancy:** Home-based with possibility of travel within Ukraine
2. **Duration of Consultancy:** 3 months
3. **Nature of the consultancy:** Under the overall supervision of Policy Liaison&Project Development Coordinator of IOM Ukraine and the direct supervision of the Programme Officer (Protection from Sexual Exploitation and Abuse) (PSEA) of IOM Ukraine, the consultant will undertake a PSEA risk assessment for IOM Ukraine’s emergency response to provide IOM Ukraine with a systematic approach to managing risks relating to sexual exploitation and abuse of the population by IOM personnel and partners.
4. **Project Context and Scope:**

On 24 February 2022, the Russian Federation launched a broad military offensive against Ukraine. The situation in the country quickly deteriorated, with major attacks being reported across Ukraine, including in the capital, Kyiv. Russian troops quickly expanded their presence with military clashes ongoing in major cities including Chernihiv (north), Kharkiv (north-east), Kherson (south), Mariupol (south-east), Mykolaiv (south), Odesa (south-west), Sumy (north), amongst others, while the pre-existing hostilities in Donetska and Luhanska oblasts significantly intensified.

It is estimated that over 24 million people—more than half of Ukraine’s population—will need humanitarian assistance in the months ahead (Humanitarian Flash Appeal and Refugee Response Plan, April 2022). Inside the country, over 8 million people have been displaced (63% women, 37% men), representing an increase of 1,551,000 (24%) compared to figures from 16 March (IOM Displacement Report Round IV). The overall scale and unpredictability of the situation requires immediate humanitarian assistance for the most vulnerable displaced and conflict-affected communities.

IOM Ukraine is scaling up its humanitarian response to reach more people in need in Ukraine with various assistance, including cash, non-food and hydyne items, medical and psychosocial support etc. At the same time, IOM Ukraine is strengthening PSEA efforts and response to the incidents that can occur in Ukraine Crisis Response, as well as to support inter-agency collective response in Ukraine in the prevention of, preparedness for and response to SEA. Conflict-affected populations remain highly reliant upon humanitarian assistance for survival. As a result, they become vulnerable to sexual exploitation and abuse (SEA), not just by smugglers, traffickers and other criminals but by those on whom they depend on most for their survival.

IOM Ukraine is therefore seeking to assess a comprehensive picture of SEA risks and response capacities in humanitarian and/or development responses by IOM and its partners. The assessment builds and expands on the existing evidence base. Risk assessments can and should aggregate and analyse information from existing sources, and potentially (only if necessary) generate additional data to fill gaps and expand the analysis.

IOM has a zero-tolerance policy towards sexual exploitation and abuse (SEA) by all personnel employed by IOM worldwide, whether internationally or locally recruited, regardless of the type or duration of contract. IOM’s zero tolerance policy also extends to IOM third party contracted staff, suppliers, service providers and Implementing Partners. SEA continue to gain momentum not only within the United Nations (UN) and Interagency Standing Committee (IASC) common systems but also amongst governments, institutional partners, media and the general public. Increased action is no longer a choice, but a necessity and the rights of the victim must be at the forefront.

1. **Organizational Department / Unit to which the Consultant is contributing:** Policy Liaison&Project Development Unit, IOM Ukraine
2. **Category B Consultants: Tangible and measurable outputs** **of the work assignment**

The consultancy will take place in the period August 2022 – October 2022 with 52 working days. The following will form the methodology, deliverables under this consultancy and respective timeline.

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| **Deliverables** | **Delivery date (working days)** |
| Inception report, to include updated TOR, work plan, detailed methodology, approach, timeline, data sources and/or data collection and analysis tools | August 8, 2022 (5 days) |
| Desk review completed, debrief on initial document/desk review findings  | August 22, 2022 (10 days) |
| Stakeholders engagement (interviews and/or surveys, and focus group discussions conducted) | September 19, 2022 (20 days) |
| Preliminary report, to include* Results of document review/data collection and analysis (including the external context (cultural and habitual practices), country office profile and its commitmentnt to addressing SEA, knowledge and attitudes of IOM personnel, access to the local population, security situation, living and deployment conditions)
* Draft PSEA risk mitigation actions
 | October 14, 2022 (10 days) |
| Presentation of findings to PSEA team | October 17, 2022 (1 day) |
| Presentation of findings to IOM Ukraine Senior Management  | October 24, 2022 (1 day) |
| Final report | October 31, 2022 (5 days) |

1. **Education, Experience and/or skills required**
* Advanced university degree in gender studies, social sciences, public administration, law, international development and related fields from an accredited academic institution;
* A minimum of five years of relevant professional experience, work experience in a humanitarian setting with relevant professional experience in the field of sexual exploitation and abuse, protection, gender-based violence, staff misconduct and discipline, gender mainstreaming, and/or humanitarian affairs;
* Previous experience working on risk assessment;
* Familiarity with UN gender policies and gender mainstreaming practices;
* Excellent written and verbal communication skills in English, working knowledge of Ukrainian is an advantage;
* Good understanding of Ukrainian legislation, in particular in areas related to human rights, gender-based violence, sexual exploitation and abuse is a strong advantage.
* Knowledge of prevention of sexual exploitation and abuse (PSEA) and gender mainstreaming in humanitarian and development programming and planning is an advantage.
1. **Travel required**

This is home-based consultancy assignment but with a possibility to travel which will be coordinated with the immediate officer with the overall supervision.

1. **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.
1. Interested candidates are invited to submit their CV, motivation letter with an indication of availability (maximum number of hours per week and availability to work on weekends), time-zone, and all-inclusive fee in United States Dollars (USD) for each hour of work to iomukrainerecruitment@iom.int with the subject line “PSEA Risk Assessment Consultant” by 15 July 2022 at the latest.

Only shortlisted candidates will be contacted.

Posting period: 01.07.2022 – 15.07.2022