



International Organization for Migration (IOM)
The UN Migration Agency

Open to Internal and External Candidates

Position Title : **External Expert**
Duty Station : **Minsk, BELARUS**
Classification : **Consultancy Contract**
Type of Appointment : **Part time (home based/TDYs)**
Estimated Start Date : **As soon as possible**
Closing Date : **August 29, 2017**

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and 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. 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.

Nature of the consultancy: Survey and study on the nexus between migration and HIV in the Republic of Belarus.

Objective:

The overall objective of the survey and the study is to strengthen the knowledge and understanding of the dynamics and nexus between population mobility and HIV and identify the specific vulnerabilities of migrants in Belarus to HIV to develop and strengthen comprehensive HIV policies and services that are inclusive of different migrants groups in Belarus.

Target Audience:

Migrants (labour migrants, international students, asylum seekers), both Belarusian and foreign, Government of the Republic of Belarus.

IOM Project to which the Consultancy is contributing: The “Study on Nexus between Migration and HIV” Project, funded by UNAIDS.

The intervention includes:

- Collection of qualitative and quantitative data on migrants in Belarus concerning health information, risk perception, sexual behaviours in line with WHO and UNAIDS recommendations.
- Conducting a profound research on the nexus between population mobility and HIV in Belarus.

- Development of a report and briefing the Government on findings, conclusions and recommendations.

Tasks to be performed under this contract:

- a. The expert will develop an appropriate research design and research methodologies for the study to determine the dynamics and nexus between population mobility and HIV and identify the specific vulnerabilities of migrants in Belarus to HIV in consultation with local partners and experts. Subject to consultation and approval of the IOM technical experts on migration health, the research methodologies will include the following:
 - **Desk review** that will include the collection and review of policies, laws, existing studies, assessments, official statistics related to migration and HIV, migrants' health issues and their access to the healthcare system in Belarus and abroad, with a focus on occupational health and HIV.
 - **Mapping of sites and key actors** providing health/HIV services to migrants (including public healthcare services, NGOs, employers, etc.).
 - **Collection of information** through **focus group discussions** with different migrant groups (Belarusian, foreign, VoTs, etc.) to identify factors that increase migrants' vulnerabilities to HIV, including barriers to access health services; and through **interviews** with relevant experts/policy makers on migration, health, HIV/STIs, from Government, CSOs, NGOs, IOs, academia, etc. The possibility of conducting a **sentinel study** to determine the prevalence of HIV among the migrants will be explored in collaboration with Development Partners, that is UNAIDS, NGOs and Experts in Belarus.
 - Develop the survey tool, such as a **Questionnaire** on knowledge, attitudes and behavioural practices (KAP). The proposed study will focus on the following categories of migrants: labour migrants, foreign students and asylum-seekers (not less than 300 persons each). Geographically, the study will cover the four busiest migration regions of Belarus, namely the Minsk, Grodno, Gomel and Brest regions. The questionnaire will include the following components:
 - i. social-demographic characteristics of each group such as gender, age, education, family status, financial condition, migration status;
 - ii. sexual practices, use of injection drugs, alcohol use: sexual intensity, different types of sexual partners (permanent, occasional, commercial), the practice of using condoms, the practice of using injection drugs;
 - iii. infectious diseases;
 - iv. testing for HIV, hepatitis, infections transmitted through sexual intercourse: testing over the past six months, awareness of one's status;
 - v. the need for information: danger of getting infected, ways of transmission, methods of prophylactics, places of testing, the frequency of testing; and
 - vi. finding out the most convenient format for presenting information.
- b. In conducting the research, the Expert will work closely with key NGO partners to implement the survey. Thus, it is expected that the participating members of the NGOs conducting the survey will be trained on its methodologies and application.
 - Development of a **training module** for NGO's in the process of conducting the survey and the use of survey tools.
 - Technical supervise the implementation of the survey in close coordination with the Project Manager.
- c. Analyze the results and findings of the study and draft the report with recommendations.

- d. Prepare and deliver a presentation on the findings of the study for a multi-stakeholder review process to validate the results.
- e. Develop and submit the final report with recommendations based on the validated findings of the study for IOM review and endorsement.
- f. Conduct a brief presentation of the final Research Report to stakeholders during the dissemination of the final report.

Tangible and measurable output of the work assignment:

By the end of the contractual period, the Expert is expected to deliver the following outputs:

- Qualitative and quantitative data on migrants in Belarus are collected concerning information, risk perception, sexual behaviours, in line with WHO and UNAIDS recommendations; and
- Research findings and recommendations are published and shared with the government officials, international organizations, and local NGOs.

Delivery dates and details as to how the work must be delivered:

Summary of main actions, deliverables and timelines

Delivery Date	Main Action	Deliverables
By 30 September 2017	Desk review; Mapping of sites and key actors.	Existing policies, laws, studies, assessments, official statistics related to migration and HIV, migrants' health issues and their access to the healthcare system in Belarus and abroad, with a focus on occupational health and HIV, are reviewed. The stakeholders relating to migration health in Belarus are identified.
By 31 October 2017	Data collection for the study.	Information on HIV testing among migrants coming to Belarus is collected; Interviews with relevant experts/policy makers on migration, health, HIV/STIs, from Government, CSOs, NGOs, IOs, Academia, etc. are conducted; Questionnaire on knowledge, attitudes and behavioural practices is developed;
By 30 November 2017	Development of a training module for NGOs.	Training module on the survey for NGO's on the questioning and survey tools and modalities are developed
By December 31, 2018	Conducting training for NGOs; Conducting survey.	Training for NGOs on the questionnaire application is conducted; Focus group discussions with different migrant groups are conducted; Questionnaire data is collected and analysed.

By February 30, 2018	Analyse the obtained data and produce a study in close coordination with IOM, leading health experts and the Government of Belarus.	The regional migrant health survey report comprising relevant analysis and recommendations is produced and endorsed by IOM and relevant Governmental stakeholders affiliated with this project.
By February 28, 2018	Publishing and presenting the final study results.	The study is published and presented to the main migration health stakeholders (shared with the government officials, international organizations, and local NGOs.)

Performance indicators for evaluation of final output:

- The effectiveness of engagement, communication and coordination with all project affiliated stakeholders.
- Satisfactory completion of tasks indicated in point 3.
- The quality of the elaborated study.
- Timely delivery of outlines and drafts as indicated in point 5 and the final draft.
- Compliance with IOM House style Guidelines.
- Delivery of any other tasks indicated above.

Ownership of output:

Copyright of all related deliverables and materials under the contract shall be shared between the IOM the Government of Belarus, UNAIDS and other stakeholders concerned.

Professional profile required:

- University degree in Social Sciences or Medicine, with a post-graduate degree in Public Health, Epidemiology, Medical Sciences and or other related Social Sciences.
- At least ten years of professional working experience and five years of research experience in the field of public health, HIV, AIDS, and Migration Health, preferably in Europe and Central Asia.
- In depth knowledge of data systems of statistical analysis is an asset.
- Expertise in the development of comparative studies and presentations of studies, conclusions/recommendations in public fora.
- Professional level of written and spoken working knowledge of English. Verbal and written fluency in the Russian language will be considered an added advantage.

Duration of consultancy:

40 working days within the seven (7) months period

How to apply:

All interested applicants are kindly invited to send their application forms and personal history forms to tmarholina@iom.int and iomminsk@iom.int by **29 August 2017** latest, referring to this advertisement. Only shortlisted candidates will be contacted.

IOM shall place no restrictions on the eligibility of men and women to participate in any capacity under conditions of equality in its principal and subsidiary organs.

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Posting period:

From 15.08.2017 to 29.08.2017