



**Call for expression of interest – open to international and  
national candidates  
Labour Migration Expert Consultancy**

**Ref No: CfA 33-09/23**

**1. BACKGROUND**

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. As of 2018, a growing number of migrants mainly from the Middle East, Asia and Northern Africa started transiting through Bosnia and Herzegovina (BiH), mostly directed towards western and northern Europe. With a focus on building the capacity of the BiH government to manage migration, IOM is working with various governmental and non-governmental partners in a wide range of migration related areas, including, amongst others: the protection of vulnerable migrants; border management; Centre Coordination and Management (CCCM), assisted voluntary return; technical assistance on migration management as well as working with various community actors in strengthening community resilience to the drivers of instability, including, support for initiatives that promote social cohesion and activities that aim to minimize disaster-induced displacement by strengthening prevention and preparedness.

**2. SCOPE OF THE ASSIGNMENT AND TASKS**

While emigration to some extent reduces unemployment and enhances livelihoods through remittances, it also contributes to labour and skills shortages in the country of origin, affecting competitiveness, growth and economic convergence, along with other negative effects such as the sustainability of the pension system. In the Western Balkans, several sectors are already facing a shortage of workforce, partly due to the high rates of emigration. For instance, in Bosnia and Herzegovina, a study conducted by IOM in 2022 shows the important challenges represented by the emigration of health and ICT professionals. Other key sectors of the Western Balkans economies are expected to experience or already observe labour shortages, such as construction, manufacturing, tourism, agriculture, etc.

Competent Western Balkans governments and institutions have different degrees of awareness of labour migration challenges and experience setting labour migration policies and programming. In some contexts, the administrative processes for engaging migrant workers cumbersome and prevent small and medium enterprises to recruit outside of the region, thus negatively impacting their growth potential. While some Western Balkans partners have deployed efforts to better link forecasting of needs with the legislative and administrative frameworks governing labour migration, important

challenges remain to harness the potential of labour migration and address the growing needs of employers. In this context, expertise on labour migration policy and programmes, research and statistical analysis of the problematic, consultations with institutional, public and private stakeholders, as well as technical knowledge of laws, procedures, administrative rules and practices across the region are required to advance the labour migration agenda in the region. The consultant will be recruited to support IOM's strategic objectives regarding mobility and labour migration, notably through analysis of labour migration policies and programming, expert counsel to IOM and local partners, stakeholders' engagement, project development, event management.

Consultancy tasks and expertise related to labour migration policy and practices in the Western Balkans under this contract:

- a) *Provide expert advice to IOM Senior Management Team in the Western Balkans for strategic engagement and programming in labour migration in the Western Balkans, notably in relation of IOM's Regional Strategies (SEECA and WB), IOM-facilitated Skopje Declaration and related Action Plan, Global Compact for Migration (GCM), EU Pact on Migration and Skills Partnerships;*
- b) *Provide guidance for the data collection and analysis regarding labour migration from and to the region with the perspective of enriching the data evidence available on this topic, or identifying gaps in data and solutions that could be envisaged to sustainably close these gaps;*
- c) *Provide expertise to government officials on trends, policies, standards and practices in international labour migration of relevance to the Governments' efforts to develop labour migration strategies;*
- d) *Review of EU and WB regulations and strategic documents on labour mobility to advise on need for harmonization and steps towards further alignment with EU and regional practices;*
- e) *Assist IOM in better advising labour market institutions in assessing current labour market needs, projections and forecasts, labour migration potential and private partners to adequately capture existing priorities, positions, challenges, needs, plans;*
- f) *Highlight and advance practical solutions and pilot ideas to help address barriers to labour migration and ethical recruitment both at policy, as well as structural and procedural steps;*
- g) *Guide or provide substantive inputs the development of position papers, concept notes, project proposals and budget for the implementation of labour migration programmes or activities;*
- h) *Actively support the implementation of labour migration related activities (ex. consultations, roundtables, visibility events, donor presentations) implemented by IOM or partners, when needed;*
- i) *Capacitate relevant IOM staff through analytical reports and updates on labour migration policy, plans, priorities in the Western Balkans (when relevant), labour migration statistics (ex. Multiyear analysis with trends), legal framework, procedures, administrative rules, practices - in coordination with other IOM-affiliated labour migration experts / thematic specialists in the region;*
- j) *Disseminate knowledge of labour migration schemes from other contexts outside of the region*

*to identify promising models that could be explored in the context of the Western Balkans.*

### **3. EXPECTED OUTPUTS**

- Desk review and inception report, presenting detailed consultancy plan to the Chief of Mission (COM) and other relevant IOM staff, with informed suggestions re. data, capacity-building, stakeholders' engagement, thematic reports, etc.
- Comprehensive labour mobility analysis based on multiple dimensions (e.g., legal, political, administrative, jurisdictional, statistical, financial, programmatic, etc.) in the form of a final report, or a series of shorter thematic reports.
- In collaboration with RTS in IOM Vienna, deliver information sessions on Labour Mobility and Integration (LMI), including effective labour pathways, for IOM staff in the Western Balkans.
- Consultations with key stakeholders (e.g., State and Entity-level institutions, Employers' associations) with executive reports providing clear actionable elements for IOM engagement.
- Present key findings, conclusions and recommendations to key IOM staff including COM and Senior Management Team, with recommendations for strategic engagement and programming.
- Support project development processes / improve project proposals through expert analysis.
- Support the identification of the datasets needed to fill the evidence gap and production of a first survey with the support of IOM DTM team in the Western Balkans.

### **4. TIMEFRAME OF THE CONSULTANCY**

The expected timeframe of the consultancy is 6 months.

### **5. REQUIRED QUALIFICATIONS**

The Expert is expected to have the following competencies and expertise:

#### **a. Experience**

- In-depth knowledge of labour migration landscape in the Western Balkans required;
- Long-term experience steering policy dialogues and engagement with official at all levels, from ministerial to local, with a view to advance common strategic interests and priorities;
- Experience developing partnerships with a wide range of stakeholders (public, private, academic), at all levels, in the fields of labour, migration, skills, employment, recruitment, credential and experience recognition, bilateral migration agreements, international mobility, etc.;
- Previous experience developing strategic documents and projects;

- Private sector engagement in labour migration issues is an asset.

#### **b. Education**

- Bachelor's or master's degree in a relevant discipline, especially in Social Sciences;

#### **c. Skills**

- Outstanding writing and analytical skills, with proven experience accessing and summarizing labour migration statistics, research and other sources of information in order to produce regular analysis to inform strategic engagement in a variety of sectors/with a diverse range of stakeholders;
- Capacity to independently organize/chair/co-chair consultations, workshops and events;

#### **d. Language(s):**

Fluent English. Good knowledge of one of the official languages used in the Western Balkan region) will be considered an advantage.

### **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.

## 6. REPORTING

The Expert should be prepared to provide IOM with regular reports on the progress.

## 7. CONFIDENTIALITY ARRANGEMENTS

Contracted consultant or individual members of a consultancy organization are not permitted to use any of the gathered data, reported findings, contributions to the draft and final reports to further their personal research.

## 8. LOCATION AND TIME OF THE CONSULTANCY

Location is Sarajevo or home-based with travels to the WB region.

## 9. HOW TO APPLY

Applications should be sent via email to: [bihvacancies@iom.int](mailto:bihvacancies@iom.int) with the email subject CfA 33-09/23 Labour Migration Expert.

The application should be in English and include:

1. Motivation letter
2. CV

Application deadline: **19 September 2023.**

Posting period: **06 September 2023 – 19 September 2023.**

**ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED**