



International Organization for Migration (IOM)
The UN Migration Agency

CON # IOM0624-15 Call for Applications

Position Title : **Evaluation Consultant** (Ex-Post Evaluation of the project “Programming and Facilitating integrated border and migration management in the Islamic Republic of Iran”)

Duty Station : **Tehran, Iran**

Classification : *consultant, Grate Other*

Type of Appointment : *Consultancy, One month*

Estimated Start Date : **As soon as possible**

Closing Date : **July 08th, 2024**

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.

Context:

Project Context and Scope

Project type:	IB - Immigration and Borders - Immigration and Borders IB0028
Geographical Coverage:	Iran (Islamic Republic of)
Executing agency:	International Organization for Migration (IOM)
Beneficiaries:	Ministry of Interior (MOI) / Bureau for Aliens and Foreign Immigrants Affairs (BAFIA) Provincial Offices, The National Organization for Migration, the Bureau for Border Management (BBM) and the Migration and Passport Police.
Partner(s):	Ministry of Interior (MOI) / Bureau for Aliens and Foreign Immigrants Affairs (BAFIA), the National Organization for Migration and the Bureau for Border Management (BBM).

Commissioned by: Under the overall supervision of the IOM Iran Chief of Mission

Managed by: Direct supervision of the IBG/CT Project Coordinator

1. Evaluation context

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.

Through its Immigration and Border Management (IBM) Division, IOM supports Member States in improving the policy, legislation, operational systems, human resources and administrative and technical structures required to respond more effectively to diverse migration and border management challenges. Immigration and Border Management (IBM) activities are in line with IOM's commitment to facilitate orderly, safe and regular migration and mobility.

The Islamic Republic of Iran has international land and maritime borders with 13 sovereign countries along its 5,894 km land border and 2,440 km coastline. Being situated between major migrant-sending countries like Afghanistan, Pakistan, and Turkey - the 'gateway to Europe' - means that many people move through the Iranian borders daily. Iran is currently host to one of the largest refugee populations in the world. According to UNHCR, in addition to 800,000 Afghan and Iraqi refugees, some 2.25 million Afghan migrants and asylum seekers reside in the country. In 2020, Afghanistan was the second most common citizenship to claim asylum in Europe and made up 7% of total arrivals in the continent.

According to the Mixed Migration Centre¹, 25% of Afghans interviewed in Turkey started their journey through Iran. Between January and April 2021, a total of 251,466 undocumented Afghan migrants returned or were deported from Iran to their home country. Given the increasing number of migration drivers in Afghanistan, such as drought, food insecurity, security considerations, a dearth of economic opportunities, and climate change and environmental degradation, it is expected that more people will continue to cross the border. Without an effective border management strategy in line with international standards and norms, it will not be possible to manage the movement of such a significant number of people in a rights-based and effective manner. Countries on the western side of Iran, such as Iraq, also have a significant number of migrants crossing into Iran.

Casting further light on the eastern border of Iran, one would notice Afghanistan, after forty years of conflict, into a country defined by large-scale displacement, migration, and return. This encompasses internal displacement driven by conflict and natural disasters, as well as mass out-migration into Iran and beyond, and consequent return flows. The associated mobility dynamics are complex and dynamic, shifting in volume and frequency based on a range of internal and external drivers. This has resulted in a high volume of both formal and informal cross-border trade, cyclical labour migration, and transnational communities that operate via porous border crossings on the Afghan-Iranian frontiers.

¹ MMC is a global network engaged in data collection, research, analysis, and policy and programmatic development on mixed migration, with regional hubs in Africa, Asia and the Pacific, Europe and Latin America, and a global team based across Copenhagen, Geneva and Brussels.

Effects of Covid -19 pandemic

No different than other regions in the world, Iran has also been greatly impacted by the COVID-19 pandemic, which has posed several challenges to the country, including public health management, trade, and economy, as well as migration and border management. An assessment conducted by the IOM Displacement Tracking Matrix Regional Evidence for Migration Analysis and Policy (DTM REMAP) team revealed that, between April 2020 and February 2021, less than 50% of all Points of Entry in Iran remained fully operational. With COVID-19 and its significant impact on mobility, coupled with the impact of a protracted economic downturn in Iran and security concerns in Afghanistan, higher cross-border mobility towards, though, and from Iran, despite travel restrictions and disruption, are to be expected.

To illustrate scale, from 1 January to 6 June 2021, over 1,690,278 million border crossings from Iran to Afghanistan were logged. In 2020, driven by the impacts of the COVID-19 pandemic, cross-border movements spiked. This has continued and intensified in 2021, with more than double the rate of undocumented migrants returning in the first three months than in the same period in 2019 and 2020. Alongside the uncertain outcomes of the ongoing peace process, the expecting continuity of the destabilizing impacts of COVID-19 is expected to continue to drive further waves of increased cross-border movement.

Accompanying the pandemic and these mobility dynamics has been renewed attention to long-standing gaps in communicable disease detection, prevention and response measures in Iran, particularly at Points of Entry (PoEs), and the extent to which mobile populations and communities in mobility pathways are at a heightened risk of disease exposure and transmission. A systematic review of Afghan migrants in the Islamic Republic of Iran revealed that 29 percent of migrants are suffering from infectious diseases, including tuberculosis (TB), multi-drug resistant TB, malaria, cholera, Crimean-Congo haemorrhagic fever, arboviral diseases (dengue, chikungunya), hepatitis B, and are prone to other emerging and re-emerging diseases.

To address the official request of the Iran Bureau for Aliens and Foreign Immigrants Affairs (BAFIA) to the IOM Development Fund to help enhance its border management capacities, IOM worked with Iranian government counterparts, particularly with BAFIA, the Bureau for Border Management (BBM) and the National Organization for Migration (NoM) to improve current operational processes, policies, and administrative capacity, in order to mitigate border security threats and decrease irregular migration and to address trafficking in persons, countering smuggling, and providing assistance to stranded migrants, asylum seekers and refugees. Migration and Passport Police under the Ministry of Interior and Border service, under BBM are the two primary government agencies related to the management of points of entry and cross-border movements towards, from and through Iran, including visa issuance.

2. Evaluation purpose and objective

The main purpose of evaluation is for accountability and learning. Accountability is about demonstrating the results of the project to project's stakeholders; while learning is about generating information on the performance of the project including lessons learned and good practices to help stakeholders and decision-makers improve performance, or for utilization in future programming. The evaluation also aims

to assess how effective and sustainable the achievements are likely to be in strengthening border and migration management in Iran.

IOM conducts project and programme evaluations as part of its commitment to improved results-based management. The results of this evaluation will be used by project management, senior management, stakeholders and the donor to improve decision-making, ensure accountability, and support future programme design and implementation.

3. Evaluation scope

The evaluation covers the entire duration of the project, from 01 January 2022 to 31 December 2023. It will include a thorough review of all activities, outputs, and outcomes as outlined in the project documentation. The geographical scope is limited to the Islamic Republic of Iran, specifically focusing on the activities and engagements in Tehran and other relevant border areas.

Cross-cutting Issues to be Assessed:

The evaluation will integrate cross-cutting issues of gender equality and human rights throughout its deliverables and processes. This includes:

Gender Equality: Assessing the extent to which gender considerations were incorporated in the design, implementation, and results of the project. This involves evaluating gender representation in project activities and ensuring gender-related aspects are adequately addressed.

Human Rights: Evaluating how human rights principles were considered and integrated within the project's framework, including the protection and promotion of rights for all beneficiaries and stakeholders involved.

Cultural Sensitivity: Ensuring the project was culturally sensitive and respectful towards the customs and traditions of the beneficiary communities.

4. Evaluation criteria

The evaluation will be based on OECD DAC's six criteria of Relevance, Coherence, Efficiency, Effectiveness, Impact and Sustainability. The evaluation firm will ensure that the findings are analyzed with a particular focus on gender and human rights considerations.

The evaluator will conduct the analysis of the evidence against each evaluation criteria using the Fund's scoring matrix which will be shared during the inception phase.

5. Evaluation questions

The list of questions below under each evaluation criteria is indicative and should be reviewed with the evaluator during the inception phase:

The evaluation questions should integrate gender equality and human rights as a cross-cutting concern throughout its deliverables and process.

Relevance:

- To what extent do the intended specific outcomes and objectives continue to
- be aligned with the needs of final beneficiaries?
- To what extent do the intended specific outcomes and objectives continue to
- align with the priorities of the main project partners?
- Is the project well aligned with the current policies and administrative systems of the
- Host countries at national and regional levels frameworks.

Coherence:

- To what extent does the project seek and effectively create synergies with other interventions within IOM and other agencies?

Effectiveness:

- To what extent is the project reaching its immediate outcomes and objective?
- Which have been the main contributing and challenging factors towards the project's success in
- attaining its targets? Has the project been successful in addressing these obstacles and how?
- How did they affect the overall effectiveness of the project? What is the assessment
- regarding the quality of the project outputs?

Efficiency:

- Have resources (financial, human, technical support, etc.) been allocated strategically to
- achieve the project outputs and especially outcomes? If not, why and which measures were taken to work towards the achievement of project outcomes and impact on time?
- What measures were put in place to ensure good management of the project
- Resources considering the duration of the project and other available resources?

Impact:

- What are the most significant, expected or unexpected, positive and negative changes observed because of the project at institutional and final beneficiary levels so far?

Sustainability:

- Can the structures, resources, and processes utilised to ensure the benefits generated by the project be continued after the current phase of the project ends?

Cross-cutting theme (Gender and Human Rights Mainstreaming)

- To what extent were gender-related and Human Rights aspects considered and reflected in the design, implementation and results of the project?

6. Evaluation methodology

The evaluator will be expected to develop a detailed evaluation approach and methodology during the inception phase. This will explain how the various criteria will be addressed using a mixed-methods approach. The following data collection methods and approaches are suggested:

Document Review: To gather background information and context on the project.

Key Informant Interviews: To obtain in-depth information from individuals with direct knowledge of the project.

Participatory Approaches: To involve beneficiaries and stakeholders actively in the evaluation process.

The evaluator should use a combination of these methods to ensure a comprehensive and balanced evaluation. Triangulation of data from different sources will enhance the validity and reliability of the findings.

7. Ethics, norms, and standards for evaluation

The evaluation process will be carried out in accordance with the IOM's personal data protection principles. IOM abides by the norms and standards of UNEG and expects all evaluation stakeholders to be familiar with the ethical conduct guidelines of UNEG and the consultant(s) with the UNEG codes of conduct as well. The evaluator should also read and seek to integrate IOM's core values and competencies in the evaluation process. Finally, the evaluator must follow the IOM Data Protection Principles, UNEG norms and standards for evaluation, and relevant ethical guidelines.

8. Evaluation deliverables

The external evaluator is expected to deliver the following:

- The inception report should include a detailed methodology, and evaluation matrix with revised evaluation questions and sub-questions, data collection tools, and work plan and initial drafts of interview guidelines, data collection tools, and an agenda for interviews and field visit schedules.
- The evaluation matrix will demonstrate the evaluator's understanding of the ToR and outline data collection and analysis plans and will be reviewed by the evaluation manager, the regional M&E officer, the Integrated Border Management Regional Thematic Specialist, the Project manager, and the Project Team prior to the start of fieldwork.
- Draft evaluation report submitted for comment using an agreed structure, summarizing all the findings. Key stakeholders will provide feedback on the report.
- Final evaluation report.
- Evaluation brief (according to the template).
- Management response partially filled out.
- Final presentation of the evaluation report.

All deliverables are to be written in English and meet professional language standards.

9. Specifications of roles

The Evaluation Manager will coordinate and oversee the evaluation process and serve as the primary point of contact with the Evaluator. The Evaluation Manager will:

- Oversee the general process of the evaluation including supervising the workplan.
- Act as the primary point of contact with the evaluator, including facilitating communication as needed between the evaluator and other IOM staff and key stakeholders.
- Provide required project and other relevant documents to the evaluator
- Facilitate field work, including organizing interviews with key informants.

- Coordinate communication with and feedback from the Advisory Group.

The evaluator will:

- Implement the data collection, analysis, and reporting activities of the final evaluation.
- Flag any challenges or emerging issues to the project team.
- Prepare and deliver the inception report, final report, two-page evaluation brief and the visual presentation of the evaluation of the findings and recommendations.

10. Time schedule

The following is a tentative timeline for the implementation of the evaluation:

Activity	Responsible party	Number of days	Timing
Inception meeting	IOM	1	Early July 2024
Documents review & consultations	evaluator	5	Mid-July 2024
Inception report drafting and submission	evaluator	3	Late July 2024
Data collection and analysis	evaluator	10	Early August 2024
Draft report preparation and submission	evaluator	5	Late August 2024
Final report & briefs drafting and submission	evaluator	5	Early September 2024

Total estimated days: 30 days

11. Evaluation requirements

Required Qualifications and Experience:

- The lead consultant will have completed an advanced university degree in International Development, Statistics, Economics, or a related field, with three years of relevant professional experience.
- Proven experience designing and leading evaluations in the field of migration and integrated border management utilizing participatory approaches and quantitative and qualitative research methodologies, including gender and human rights inclusive evaluative approaches.
- Demonstrated experience in monitoring and evaluation of migration, human rights, or border governance projects.
- Familiarity with statistical and data management software will be considered a strong asset.
- Excellent writing skills with a strong background in report drafting and communication abilities.
- Previous experience with IOM and with UN specialized agencies is an advantage.

The incumbent is expected to demonstrate the following values and competencies:

Values - all IOM staff members must abide by and demonstrate these three 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.
- Courage: Demonstrates willingness to take a stand on issues of importance.
- Empathy: Shows compassion for others, makes people feel safe, respected, and fairly treated.

Core Competencies

- 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

- The appointment is subject to funding confirmation.
- Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

How to apply:

Interested candidates are requested to fill **the Personal History Form** attached and send it together with their **CV, cover letter** and **the additional document** mentioned below to the following address:

IOMTehranRecruitment@iom.int no later than **08th July 2024**. Please take note that the Position number (CON # IOM0624-15) must be referred to in your application/email and/or cover letter in order for an application to be considered valid. Only shortlisted candidates will be contacted.

Posting period:

From 25.06.2024 to 08.07.2024

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Additional docs to be submitted:

1. **Technical Proposal:**
 - Description of the proposed approach and methodology for the evaluation.
 - Examples of similar work conducted previously.
 - Detailed work plan and timeline for the evaluation.
2. **Budget Proposal:**
 - Detailed budget breakdown, including all costs associated with conducting the evaluation.
3. **Additional Documents:**
 - CV of the lead consultant and any team members.
 - At least two references from previous clients for similar evaluations.

Organizational Requirements

- Applications must be submitted in English.
- Only completed applications with all required documents will be considered.
- Shortlisted candidates may be asked for an interview or to provide additional information.