**Consultancy for Labour Migration Needs Assessment**

**Job Purpose**

**Purpose of Project and Background**  
The purpose of this assignment is to conduct a comprehensive Labour Migration Needs Assessment in Tajikistan. According to official data available from IOM Tajikistan, the number of labour migrants in 2023 was 652,014,which is about 25% of the total economically active population. Of these, 627,028 went to the Russian Federation, 18,418 to the Republic of Kazakhstan and 6,568 to other countries.

Most migrants are young men who find work in the construction industry, wholesale and retail trade, transport services and other one-off low-paid jobs.

The volume of international remittances of Tajik migrants to their home country in 2023 totaled US$ 5.7 billion, which is 48.2 per cent of the country's GDP.

More than 30% of labour migrants stay abroad for up to a year. The rest mainly work for more than one year, during which they may enter and return (seasonal migration).

Migrant families mainly send remittances for basic needs, including food, health care and household maintenance. Families are highly dependent on remittances. Migrants' wives are often unable to find employment, due to lack of skills and professional experience.

**Alignment to the IFRC’s objectives and strategy**  
**(IFRC’s Strategy 2020)**  
This assessment supports IFRC’s goals of saving lives and building resilience by addressing needs and vulnerabilities faced by Tajik labour migrants and their families. It promotes social inclusion through gender sensitive advocacy and aligns with IFRC’s focus on strengthening National Societies by enhancing the Tajik Red Crescent’s capacity to deliver migration-related services. The recommendations advance safe, dignified migration in line with the Global Compact for Migration and contribute to Sustainable Development Goals (SDGs 1, 5, 8, 10), reinforcing IFRC’s commitment to humanitarian diplomacy and community resilience.

**Job Duties and Responsibilities**

**Project objectives**  
If there is a time objective (e.g. in preparation for a conference) please note that:  
This activity falls under the PPP Pillar 3 - People on the Move and aims to One of the key activities within this framework is the consultancy.

**The main objectives of this labour migration needs assessment are to:**

• Analyze current labour migration patterns in Tajikistan and its impacts  
Version 1st April 2013  
• Identify needs of returnees migrants and the families left behind  
• Identify key challenges and opportunities related to labour migration  
• Assess the impact of labour migration on Tajikistan's economy and society  
• Provide recommendations for the NS on how to engage and adapt its activities in this topic.  
• Identification of stakeholders involved in the support of the targeted group

**Desired outcomes:**

This assessment aims to enhance understanding of labour migration dynamics in Tajikistan and inform strategies to maximize its benefits while mitigating potential negative effects.

The expert consultant will analyse current migration patterns, needs and gaps of labour migrants from Tajikistan and the humanitarian impacts of it. It will also serve to identify challenges and opportunities to provide recommendation for the NS to engage in this topic.

**Job Duties and Responsibilities (continued)**

**Consultancy outputs**

• Inception report - This is an activity that aims to examine statistical data and analysis of the labour migration situation in Tajikistan.  
• Draft assessment report - This format is a detailed analysis of the existing situation, statistical data, needs of migrants and their families, conclusions and recommendations for improvement in the support of the targeted group by the NS.  
• Final assessment report - This document is the result of the work carried out according to the Terms of Reference.  
• Executive summary - This format is a key part of the Terms of Reference, confirming the validity of the work done, which contributes to the improvement of the situation in the reviewed area of work.  
• Presentation of findings - This visual material includes a summary of the work undertaken as per the terms of reference.

**Method of delivery and reasons for selecting that method**

The most effective research methods are qualitative interviews and work with focus groups, during which it is possible to get the most realistic picture of the existing situation, recommendations and achieve qualitative indicators.

**Support to be provided to the consultant**  
To ensure the successful completion of the Labour Migration Needs Assessment, the following support will be provided to the consultant:  
  
***1. Data and resource access***  
• Access to existing datasets, reports, and publications from the key partners, government agencies, and other relevant stakeholders.  
• Provision of official statistics, migration policies, legal frameworks, and bilateral agreements related to labour migration in Tajikistan.  
• Guidance on ethical and legal compliance for data collection (e.g., confidentiality agreements, informed consent templates).

***2. Logistical support***  
• Coordination of in-country travel arrangements, including transportation and accommodation for field visits.  
• Logistical assistance in organizing focus groups, interviews, and meetings with stakeholders (e.g., venue bookings, participant invitations).

***3. Stakeholder engagement***  
• Facilitation of meetings with returnee migrants, families of migrants, and civil society organizations.

***4. Administrative and technical assistance***  
• Assignment of a dedicated focal point from the National Society (NS) for day-to-day coordination and troubleshooting.  
• Access to office facilities (e.g., workspace, internet, printing) during fieldwork in Tajikistan.

***5. Ethical and cultural guidance***  
• Support in obtaining necessary permissions for data collection from local authorities.

***6. Communication tools***  
• Provision of contact lists for key institutions and stakeholders.  
• Access to communication channels (e.g., NS email, virtual meeting platforms) for coordination.  
**Note:**The consultant is expected to coordinate closely with the NS focal point to ensure efficient use of provided support. Any additional requirements must be communicated in advance for approval.

**Management of consultancy**  
The consultant will reports to the Project Manager for each work period according to the approved schedule of activity phases.

**Education**

**Required:**

* University degree
* Further qualification in appropriate fields

**Experience**

**Required:**

* Experience on assessment, analyses on migration situation, needs in Tajikistan and the humanitarian impacts
* Has a good understanding of country context
* Experience in working with humanitarian organizations

**Knowledge, Skills and Languages**

**Required:**

* Excellent writing and verbal skills in Tajik, Russian and English
* Able to meet deadlines
* Strong sense of responsibility and control
* Excellent interpersonal communication skills
* High capacity and ability to prioritize
* Flexibility, ability to work in a team
* Excellent knowledge on computer applications (windows, spreadsheets, wordprocessing)

**Preferred:**

* This consultancy is open to any nationality
* Experience working in Tajikistan is preferred

* Proof of past consultancy or professional fees for the past year (average daily rate in US Dollars or CHF)
* Contact details of at least 3 professional references

**Competencies, Values and Comments**

**Values:**Respect for diversity; Integrity; Professionalism; Accountability  
**Core competencies:** Communication; Collaboration and teamwork; Judgement and decision making; National society and customer relations; Creativity and innovation; Building trust