



## **CALL FOR APPLICATIONS - BW10.CFA2023-02**

**National Consultant: Enhancing the capacities of Parliamentarians to promote migration and improved migration frameworks within Southern Africa (Piloted in Botswana, Lesotho, Malawi, Namibia and Zimbabwe): IOM-Botswana.**

**Duty Station of the Consultancy:** Botswana

**Duration of Consultancy:** March – May 2023

**Nature of the consultancy:**

Support the development of the Parliamentarian advocacy strategy on migration and the Gender Sensitive Action Plan for Botswana – Category B Consultancy

**Closing date: 22 February 2023**

### **1. Project Context and Scope:**

Parliaments within the Southern Africa Development Community (SADC) member states are responsible for law making, enactment of legislative instruments, and have an oversight role in ensuring accountability of the executive arm of government in the implementation of the legislative instruments. Over the past 2 years, IOM has had consultative engagements with the Parliaments of Botswana, Lesotho, Malawi, Namibia, and Zimbabwe's Portfolio Committees on Home Affairs Defence and Security and the Parliamentary Portfolio Committee on Human Rights. During these consultative engagements with the parliaments of Lesotho and Zimbabwe, the latter has advised IOM on the lack of knowledge and capacity of parliamentarians on migration governance and made an express request for capacity building on migration.

It is within this scope that parliaments have requested IOM to support capacity building initiatives that would strengthen migration governance and advocacy on migration frameworks within the region. In addition, the five proposed pilot countries (Botswana, Lesotho, Malawi, Namibia, and Zimbabwe) in the SADC region are currently working towards improving overall migration governance through the development of national migration polices and reviewing of their migration legislation. It is within this scope that IOM is implementing a project which will enhance the knowledge and capacity of Parliamentarians to engage, advocate and understand migration governance.

The overall objective of the project is to equip legislators with knowledge on migration to enable them to make informed inputs into ongoing processes aimed at improving migration related legislation and policies. To achieve this, IOM will make use of the Essentials of Migration Management (EMM) learning tool, which

provides an overview of the key elements of international migration management and seeks to expand the knowledge and facilitate the work of government policy makers and practitioners.

It is within this context that IOM aims to contribute to a coherent and gender-sensitive approach to strengthen migration governance within selected SADC region countries (Botswana, Lesotho, Malawi, Namibia, and Zimbabwe). In order to contribute towards the overall objective, the project will achieve the following outcome: Parliaments in five SADC Member States and the SADC Parliamentary Forum (SPF) demonstrate improved gender sensitive advocacy on migration frameworks as a result of increased understanding on migration issues.

The project aims to ensure that parliamentarians in the five selected SADC countries i) have a better understanding of migration frameworks; ii) are able to develop an action plan for the prioritized international instruments and protocols; and iii) will have the capacity to develop an advocacy strategy on migration. The project aligns with the Migration Governance Framework (MiGOF) Objective 2: “Formulating policy using evidence and a “whole-of government” approach.” The project further aligns to the 2030 Agenda for Sustainable Development Goals (SDGs), specifically: Goal 10.7: “Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies”; Goal 5: “Achieve gender equality and empower all women and girls” by eliminating the root causes of discrimination that still curtail women’s rights in private and public spheres; and Goal 16.b “Promote and enforce non-discriminatory laws and policies for sustainable development”. In addition, the objective of this project is particularly relevant and in line with the ‘IOM Institutional Strategy on Migration and Sustainable Development’, in particular, Objective 3: Migration is increasingly well governed, specifically Deliverable 1: We will strengthen institutions and systems to institute good migration governance; and Deliverable 2: We will advocate for policy coherence to harness the linkages between migration and development.

To ensure that legislators are equipped with knowledge on migration, the following outputs are expected:

- Parliamentarians in the five SADC Member States have a better understanding of migration frameworks with a gender and rights-based approach focus.
- A gender sensitive action plan (with timeframe and responsibilities) for the prioritized international instruments and protocols is developed; and
- Five Parliamentarian advocacy strategies on migration 2023-2027 are developed (gender dimension mainstreamed) and available to key sectors.

**2. Organizational Department / Unit to which the Consultant is contributing:**

Multi-sector coordination with the Parliament, Government of Botswana in the development of the advocacy strategy and section plan reports.

**6. Category B Consultants: Tangible and measurable outputs of the work assignment**

This assignment is expected to start tentatively in March 2023, but the actual timelines is subject to change

based on the date the agreement is signed between IOM and consultant.

The consultant will work under the direct supervision of the Officer in Charge of the International Organization for Migration (IOM) in Botswana, under the guidance of the relevant Regional Thematic Specialists and the IOM Regional Policy and Liaison Officer.

The consultancy will be completed within a 90-day Period. This will include interfacing with key officials from Parliament, Government of Botswana, civil society including migrant communities. Upon the finalization of the two draft reports, the consultant will submit the reports for review and approval. The consultant may be required to review and incorporate inputs to the draft reports, once reviews are completed. A two-day-validation workshop will be convened, the consultant will be expected to attend for engagements and endorsement of the draft reports by the Parliamentarians.

### **Inception Phase**

The consultant will be expected to prepare an inception report, including methodology to be used carrying out the assignment. This will include a breakdown of work, timelines and an overview of stakeholders to be engaged during the consultancy.

### **Development of Strategy and the Action Plan**

The consultant will, through the support of IOM reach out to the stakeholders mentioned above and other relevant institutions to gather the inputs for the development of the two drafts reports.

### **Final Submissions**

After the validation workshop, the consultant is to submit a narrative report (4 to 5 pages) on the methodology and stakeholders consulted, recommendations for future actions if any and other relevant aspects and the final drafts of the Strategy and Action Plan

| <b>No</b> | <b>Activity</b>                              | <b>Duration/Deadline</b> |
|-----------|--|--------------------------|
| 1.        | Submission and Approval of Inception Report  | 9 March 2023             |
| 2.        | Submission of draft Strategy and Action Plan | 10 April 2023            |
| 3.        | Presentation of draft reports for validation | 27 April 2023            |
| 4.        | Narrative report submission                  | 5 May 2023               |
| 5.        | Final Strategy and Action Plan submission    | 31 May 2023              |

### **Schedule of payment**

1. 20% upon submission and approval of inception report

2. 40% upon submission and approval of the draft Strategy and Action Plan reports
3. 40% upon submission and approval narrative report, the Strategy and Action Plan

#### 7. Performance indicators for the evaluation of results

Quality of the reports

Turnaround time/meeting deadlines

#### 8. Education, Experience and/or skills required.

- Advanced Master's degree in international relations, political science, demography statistics, development economics, migration studies or any other relevant disciplines
- Experience working with governmental institutions.
- Knowledge of research methodology and migration data sources required.
- Proven working experience in development of policy frameworks and action plans in relevant fields.
- Proven ability and experience in leading and facilitating training workshops.
- Abilities to work under pressure and meet deadlines.
- Strong analytical, writing, editing and communication skills.

#### 9. Travel required

The consultancy will be undertaken in Botswana, therefore there is no travel required outside the country.

#### 10. 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.

#### 11. How to apply

Interested candidates should submit an Expression of Interest which should include the following:

- A proposal which summarizes a proposed work plan, proposed methodology and relevant experience (not more than 10 pages in total)
- 3 most relevant previous work (preferably written as main or sole author)
- Updated curriculum vitae
- Proposed consultancy fee, costs relating to professional editing and design of print ready final report

Applications should be sent to [gaboronecvs@iom.int](mailto:gaboronecvs@iom.int) not later than hours (Botswana Time), **22 February 2023** with a subject line “**BW10.CFA2023-02**”.

**Applications from companies will not be considered.**