



Terms of Reference

Development of the Eswatini National Migration Policy

I. Position Information

Organization:	International Organization for Migration (IOM)
Job Title:	Consultancy
Purpose:	To support the Government of Eswatini in the Development of the Migration Policy
Duty Station:	Mbabane with travel to South Africa
Duration:	6 months contract duration (60 working days)
Contract Type:	Individual Consultant (National or International)

II. Organizational Context and Scope

The International Organization for Migration (IOM) – the UN Migration Agency - is the leading inter-governmental organization in the field of migration, established in 1951. It has 173 Member States, and a further 8 states holding a status of observer and offices in over 100 countries. Together with its partners in the international community, IOM acts to assist in meeting the growing operational challenges of migration management and to advance understanding of migration issues.

III. Purpose of the Assignment

This proposed project will provide guidance and technical support to build the capacity of the Government of Eswatini to be able to develop a comprehensive and evidence-based Migration Policy that is in accordance with regional and international standards and will contribute to good migration governance. The Policy will complement the coordination efforts for the implementation of the Global Compact on Migration (GCM) objectives as well as the Sustainable Development Goal Target 10.7 and support coherence with other relevant policy areas. IOM will support the development of the Migration Policy based on the recently gathered evidence through the Migration Profile that indicated the migration trends in the country. Furthermore, this policy will help to address one of the gaps identified during the Migration Governance Indicators exercise that highlighted the need for a migration policy for the better management of migration in the country.



As part of this process, IOM will involve the Migration Task Force, which was created during the inception of an IOM Development Fund project that aimed to develop Eswatini's first Migration Profile. The Migration Task Force is led by the Ministry of Home Affairs and IOM provides technical support for its operation. The task force will be involved in the development of the policy to ensure ownership of the process by the government institutions. Through this process, IOM will also conduct a brief needs assessment to identify the key technical skills that the Task Force needs to effectively support the development of the Migration Policy. The needs assessment will also look at the local available resources that will potentially be used for the implementation of the Migration Policy beyond the lifetime of this project. Finally, following the brief assessment, an extensive capacity building initiative for the members of the Migration Task Force will be rolled out covering different migration thematic areas (e.g., Migration Management, Migration Development, Migration Environment and Climate Change).

IV. Scope of the Assignment

IOM is seeking the services of an Individual Consultant to:

- Develop a work plan and data collection methodology with the support of the Migration Task Force
- Conduct a comprehensive desktop review of current migration management policies, key players in the field of migration, and national legal frameworks to enhance the understanding of the various dynamics and issues surrounding the need for national migration policy
- Support IOM Eswatini and government to source primary, secondary and tertiary data as needed to formulate a comprehensive migration policy
- Assist and guide the national consultation, revision, consolidation of received inputs, and integration of all feedback within the draft migration policy
- Upon request from IOM office in Eswatini, attend and provide technical support at the national presentations of the comprehensive migration policy at the high-level validation meeting organized by IOM and relevant host governments
- Assist and guide the editing of the final draft of the respective national Migration Policy, with inputs from IOM Migration Research Division



International Organization for Migration (IOM)

The UN Migration Agency

- Ensure effective coordination with the IOM Eswatini Office and relevant national structures and institutions to provide appropriate and timely technical assistance and guidance to enhance the capacities of governments towards the development of national migration policies; and

V. Timeline

This assignment is expected to start tentatively in February 2023, but the actual timeline is subject to change based on the date the agreement is signed between IOM and the Consultant . The assignment shall be completed no later than end of July 2023.

VI. Deliverables

	Deliverables	Timeframe
1.	Compose and submit work-plan inclusive of the methodology based on desk review of existing information, data, and sources in Eswatini	17 th February 2023
2.	Development of the desktop review report and submission of the first draft to IOM Eswatini	26 th February 2023
3.	Deliver the stakeholders workshop on migration policy development to selected government officials	15 th of March 2023
4.	Submit the first draft of the Migration Policy	24 th of April 2023
5.	Assist and guide national consultations, revision and consolidation of received inputs, and integration of all feedback within first draft of the migration policy	15 th of May 2023
6.	Facilitate the national presentations of the comprehensive migration policy at the high-level validation meeting organized by IOM and relevant host governments	30 th of May 2023
7.	Assist and guide the editing of the final draft of the Migration Policy	5 th of June 2023
8.	Submit the final version of the Migration Policy with its respective work plan to IOM	25 th June 2023



All documents are to be produced and delivered in English language.

VII. Required Qualifications and Experience

IOM is seeking applications from consultants. The successful consultant should have the following qualifications and experience:

- **Education:** Advanced university degree in Social Sciences, Development Studies, or Demography.
- **Experience:** A minimum of 10 years' experience on Migration Management. Experience in facilitation and participation with governmental authorities at the national and international level.
- **Skills:** Knowledge of statistical methods and migration data sources. Confident use of social research methods. Proven ability and experience in leading and facilitating training workshops. Knowledge and understanding of migration landscape in Southern Africa in Eswatini in particular. The ability to work under pressure and meet deadlines. Strong analytical, reporting, editing and communication skills.

Languages

Fluency in English is required.

Travel required

Undertake duty travel as necessary and as may be required to complete the above-mentioned tasks.

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.

VIII. How to Apply

Interested individuals or group of consultants must submit their application to iommbabane@iom.int copying nmkhaliphi@iom.int by the 10 February 2023.

Applications should contain:

- Letter of Motivation / Letter of motivation, clearly specifying suitability to the role and relevant experience
- Detailed Curriculum Vitae, including three referees (preferably former direct supervisors) and email addresses.
- Detailed Financial proposal for the consultant /proposal relating to this assignment in USD
- Brief Technical Proposal (5-7 pages maximum) detailed methodology and workplan
- Proof of previous related work

Only shortlisted consultants will be contacted.

Please note that applications are open to only individuals or group of consultants. Applications from a Company will not be considered.