



International Organization for Migration (IOM)  
The UN Migration Agency

## Request for Expression of Interest

### MU10.REI2022-05

Position Title: **Consultant – Assessment of national migration data in Seychelles**

Duty Station: **Homebased, with travel to Seychelles**

Classification: **N/A**

Type of Appointment: **Consultancy**

Estimated Start Date: **September 2022**

Closing Date: **04 September 2022 (Republication)**

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.

#### **Context:**

Among the major issues pertaining to migration management in Southern Africa is the limited availability of reliable, disaggregated and comparable data to inform the design, development, and evaluation of migration policies. However, a substantial interest in strengthening the availability of such data exists amongst Southern African Development Community's (SADC) Member State level. This is evidenced by one of the recommendations that emerged from the Ministerial Dialogue for Southern Africa (MIDSA) held in Eswatini in September 2017, encouraging Member States to '*build capacities to collect and analyze migration data to strengthen evidence-based policy-making.*' Efforts to prioritize the improvement of migration data are corroborated at the global level by the Global Compact for Safe, Orderly and Regular Migration (GCM), as well as by the Sustainable Development Goals' agenda.

Capitalizing on the increasing political relevance and regional interest, IOM strives to provide technical support at the national and SADC level to collect, analyze, share and manage migration data. The '*Strengthening of Migration Data Collection and Analysis in Botswana, South Africa, Lesotho, Malawi and Zimbabwe*' project has been breaking new ground regionally in terms of enhancing the availability of harmonized regional migration data and strengthening the capacity of relevant national institutions in that regard. In its first component, the project helped assessing the strengths, gaps and needs regarding the collection, storage, analysis and collection of migration data in the five countries of focus. The initial findings of this assessment have been discussed by high-level representatives of regional National Statistical Office (NSO) during a thematic event on the side of the 2019 MIDSA, which took place in July 2019 in Windhoek, Namibia. One of the recommendations stemming from such engagement was the need to expand the initial baseline assessment of data collection and analysis to all SADC Member States.

IOM support is carried out by working with the National Statistical Offices (NSOs); various ministries, departments and entities at the national level; RECs; academic institutions; other relevant UN agencies, private sector, civil society, and other non-state actors.

The result of this pilot project will feed into the Regional Migration Data Hub (RMDHub) for Southern Africa, established by IOM in partnership with the SADC Member States and key migration stakeholders to generate information on migration through data collection, collation and analysis of migration trends and patterns. The Global Migration Data Portal<sup>1</sup> aims to bring together an abundance of sources and datasets, infographics, data visualization, videos, blog posts and thematic pages to serve as a useful tool for policy makers and other key migration stakeholders.

## ***Core Functions /Responsibilities:***

### Purpose of the Assignment

This consultancy is being undertaken within the framework of European-Union funded project the “Southern Africa Migration Management” jointly implemented by ILO, IOM, UNODC and UNHCR with the overall objective of improving migration management in the Southern Africa and Indian Ocean region. Specifically, the consultancy will be contributing to the achievement of the Key Results Area 2 of supporting the Member States’ evidence-based management strategies and policies to address mixed migration challenges. This initiative is building on the previous IOM’s interventions of Strengthening of Migration Data Collection and Analysis in Botswana, South Africa, Lesotho, Malawi and Zimbabwe.

### Scope of the Assignment

The assignment will focus on the production of the following elements regarding the flows of international regular and irregular migration in Seychelles:

- An initial literature review of the existing migration data landscape in Seychelles to provide initial guidance. The literature review should:
  - Map existing documents/material pertaining the migration data landscape in the area of focus;
  - Outline existing definitions, methodologies and priorities regarding migration data in Seychelles and identify compatibilities and challenges regarding their harmonization;
  - Assess available migration data in the country, as well as assess the extent to which such data is fragmented and/or not comparable;
  - Identifying data gaps in migration data, the causes of such gaps, and the steps/actions necessary to assist Seychelles in having such data.
- One consultative meeting in Seychelles, to create the space for the country’ stakeholders (Ministries, NGOs, private sector, other UN agencies etc.) to determine the data landscape in the country including existing gaps, and capacity building and coordination needs. The meetings should:
  - Be coordinated with IOM Country Office;
  - Strive at achieving a joint strategy and ensure buy-in on behalf of focal points within NSO and/or relevant ministries.
  - Build on the initial literature review; provide detailed indications regarding the focus of the subsequent assessment; indicate the needs of Seychelles regarding data collection, management, and diffusion and indicate how IOM can provide concrete support to fulfill such needs.

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<sup>1</sup> Accessible at <https://migrationdataportal.org/>

A Concept Note and Agenda of the consultative meeting will be developed by IOM and shared with the consultant for inputs.

- The production of a short assessment based on the outcome of the literature review and national consultation. The final assessment should:
  - Analyze in-depth the collection and storage of data; the type of data collected; how it is stored; the frequency of such data collection; and for how long the data is collected;
  - Assess the processing and analysis of data in the country;
  - Assess the availability of statistics / accessibility of data;
  - Propose implementable recommendations regarding the improvement of data collection, analysis and diffusion systems. These will be agreed upon together with all relevant stakeholders, in order to pave the way for a joint strategy towards increasing the pilot countries capacity to collect, analyze, and utilize relevant migration data;
  - Enable key stakeholders working in migration to have a holistic understanding of existing migration data and gaps at the national level, as well as on actions to be taken to overcome such gaps;

Outline necessary actions to be taken in order to achieve a harmonization of definitions, priorities, indicators and methodologies pertaining international migration data in the country.

### Responsibilities

Under the general supervision of the IOM Chief of Mission for Mauritius and Seychelles, in coordination with the IOM Regional Project Coordinator and the technical guidance of the IOM Regional Research Officer, the incumbent will:

1. Coordinate actions and consult the activities with the IOM Mauritius and the Regional Office based in Pretoria.
2. Prepare an inception report including the methodology as to how they will approach the assignment, the breakdown of work and timelines
3. Prepare an initial literature review providing a better understanding of the quantity, quality and gaps of international migration data in Seychelles.
4. Facilitate one consultative meeting to identify the priorities, needs, and expectations; discuss data collection and analysis systems; and jointly identify data gaps and potentials, in Seychelles.
5. Draft an assessment report on migration data collection and analysis systems in Seychelles. (10 pages max). The assessment will be 'action oriented,' providing concrete indications on actions to undertake to strengthen the capacity of NSO and national government to collect and analyze migration data. Particular consideration should be paid regarding the gender component of migration data.
6. Present the report to IOM and stakeholders in Seychelles.

### Methodology

The methodology must guarantee inclusive participation of all the stakeholders involved. Coordination with the IOM Office in Mauritius shall be ensured throughout the process, particularly regarding in-country consultations.

### Timeline

This assignment is expected to start tentatively in September 2022, 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 December 2022.

## Deliverables

1. Inception report
2. Short initial literature review for Seychelles.
3. Register of participants, agenda and minutes of the consultative meeting.
4. A 10-page max assessment report on migration data collection and analysis systems in Seychelles, including an executive summary.

All documents are to be produced and delivered in English.

## Schedule of payment

- 10% upon satisfactory completion of Deliverable 1.;
- 50% upon satisfactory completion of Deliverable 2 and 3.;
- 40% upon satisfactory completion of Deliverable 4.

## ***Required Qualifications and Experience***

IOM is seeking applications from individual consultants and/or consortiums of individual consultants with the following qualifications and experience:

### **Education**

- Master's degree in Demography, Migration Studies, Economics, Statistics, International Relations, Social Sciences, Development Studies, International Affairs or a related field from an accredited institution or a related field from an accredited academic institution with at least 5 years of relevant professional experience; or
- University degree in the above fields with at least 10 years of relevant professional experience.

### **Experience**

- At least 5 years of experience with working on issues of migration data management, including data collection, storage, analysis and dissemination practices; track record of relevant publications.
- Strong knowledge of migration data collection methodologies, as well as of migration data definitions and indicators international standards
- Proven knowledge of international migration dynamics. Knowledge of migration dynamics in the Indian Ocean Commission areas is considered an advantage
- Proven research experience and ability to write analytical reports in English
- Proven experience in facilitating meetings meetings with government stakeholders
- Capacity to conduct surveys conducting interviews with various stakeholders
- Strong computer literacy;
- Knowledge of statistical software (i.e. SPSS, STATA, R);
- Excellent critical thinking and writing skills;
- Ability to produce quality work accurately and concisely according to deadlines;
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds.

### **Languages**

Fluency in English is required. Working knowledge of French is an advantage.

## **Required Competencies**

### **Values**

- Inclusion and respect for diversity: encourages the inclusion of all team members and stakeholders while demonstrating the ability to work constructively with people with different backgrounds and orientations.
- Integrity and transparency: maintain impartiality and takes prompt action in cases of unprofessional or unethical behavior.
- Professionalism: demonstrates professional competence and mastery of subject matter and willingness to improve knowledge and skills.

### **Core Competencies**

- Teamwork: establishes strong relationships with colleagues and partners; relates well to people at all levels.
- Delivering results: produces quality results and provides quality services to clients.
- Managing and sharing knowledge: shares knowledge and learning willingly, and proactively seeks to learn from the experiences of others.
- Accountability: operates in compliance with organizational regulations and rules.
- Communication: encourages others to share their views, using active listening to demonstrate openness and to build understanding of different perspectives.

### **Other**

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

### **How to apply:**

Interested candidates are invited to submit their applications to the Human Resources Unit by email to [iommauritus@iom.int](mailto:iommauritus@iom.int) with reference **MU10.REI2022-05** in the email subject line. The application package should include:

- A letter of confirmation of interest outlining the consultant's capacity to deliver on the assignment. In case of consortium of consultant, the detailed roles and responsibilities of each consultant.
- An IOM Personal History Form (P11) indicating all past experiences from similar assignments. The Personal History Form (P11) can be downloaded here: <https://southafrica.iom.int/vacancy>;
- A detailed technical proposal (4 pages maximum) indicating the approach to the assignment, in accordance with the scope of work, methodology, expected outputs and deliverables provided for herein.
- A 1-page financial proposal including:
  - the all-inclusive total price in USD;
  - consultant's daily professional fees in USD and number of days for the assignment;
  - travel costs, as applicable.

Only shortlisted candidates will be contacted. **Those candidates who have already expressed interest do not need to reapply.**

### **Posting period:**

From 17.05.2022 to 04.09.2022