



Request for Expression of Interest

MU10.REI 2022-08

Position Title: **Consultant- Development of the Migration Profile for Seychelles**

Duty Station: **Home-Based, with travel to Seychelles**

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:

IOM's interventions to strengthen the management of migration data includes a set of initiatives at the national and regional levels to address the challenges of migration data collection, processing, dissemination, and data harmonization. Notably, the Regional Migration Data Hub for Southern Africa (RMDHub) is a platform established by IOM in partnership with the Southern Africa Development Community (SADC) Member States and key stakeholders to serve as a repository for accessing information on migration and migration trends in the region, to help advance migration policies at the national and regional levels.

A Migration Profile is a country-owned tool, prepared in consultation with a broad range of stakeholders, which can be used to enhance policy coherence, evidence-based policymaking, and the mainstreaming of migration into development plans. The Profile brings together a range of existing migration-related indicators and policy-relevant information from different sources in a structured manner. The Migration Profile is intended to be a tool to facilitate national policy development as well as build capacities. The development of a Migration Profile should be participatory, involving a range of relevant stakeholders, and owned by the Government. This process should provide an opportunity to improve data collection and analysis and build the capacity of the country to update the profile regularly and use it as a national policy tool. The Migration Profile will include information on the patterns, trends, and characteristics of migration in Seychelles, the impact of migration on key thematic areas including but not limited to poverty, inequality, development and improvement in the social progress indicators, and existing governance frameworks. The Migration Profile will cover various topics related to migration such as immigration and border management, human rights of migrants, migration and health, labour migration, migration and development, remittances, migrant protection, forced displacement, displacement created by environmental factors and climate change as well as labour migration amongst others. The Migration Profile will highlight the existing gaps and challenges faced in

sustainable migration management and will provide a comprehensive set of recommendations towards strengthening migration management.

The 2013 Migration Profile for Seychelles, developed in close coordination with the Government, presented the first step towards the monitoring of international migration in Seychelles. The island has complex and dynamic migration trends, as it is a country of origin and destination for migrants from within and outside the region. To provide the analysis of the current migration dynamics to inform development and implementation of targeted policy response and strategies, IOM in coordination with the Department of Immigration is embarking on an initiative to update the 2013 national Migration Profile for Seychelles. The update will present a broad spectrum of migration issues in Seychelles such as migration policy, migration and development and migration management in the country.

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. This initiative aligns with the recommendations of the Migration Dialogue for Southern Africa (MIDSA) held in Eswatini and Windhoek in 2017 and 2019 respectively and recently in 2021 in Maputo, Mozambique urging the member States to prioritize the collection of timely and reliable migration data for policy and programming purposes.

Core Functions / Responsibilities:

Purpose of the Assignment

The updating of the Migration Profile exercise goes beyond simply compiling a statistical report on migration. It also provides a framework for bringing existing information from different sources together in a structured manner at both national and regional levels and a means to identify and develop strategies to address data and policy development needs. Migration Profiles intend to strengthen the evidence base and to encourage evidence-based migration policymaking. In particular, Migration Profiles aim to:

- Map out national and international data sources on diverse migrant categories and their characteristics.
- Present recent statistics on migration stocks and flows in a concise and internationally comparable way.
- Compile, analyze and present data on the impact of migration on development.
- Support an interagency coordination platform, leading to better information flows, more coherent policy actions and enhanced cooperation modalities.
- Develop an understanding of which evidence is needed to support policies on migration and the mainstreaming of migration into development plans.
- Ensure that the required evidence is produced and available on a regular basis, using a systematic framework.
- Enable policymakers to access the existing body of evidence in a simple and time-efficient way.
- Build policymakers' skills and practices in correctly interpreting available migration evidence and applying it directly to their policy making decisions.
- Promote discussion about migration policy, coherence and coordination between a large range of ministries.
- Support national and regional initiatives to mainstream migration into development plans through country analysis and monitoring and evaluation of outcomes.
- Facilitate regional processes such as Regional Consultative Processes and Regional Economic Communities through information-sharing at the regional level.

Facilitated by IOM, the 2022 Migration Profile for Seychelles will be developed in close

coordination with and with the direct participation of selected public departments and other relevant stakeholders. A Technical Working Group (TWG) composed of national stakeholders will be set up to contribute to the development of the Migration Profile.

Scope of the Assignment and Responsibilities

The objective of the Consultancy is to update the 2013 Migration Profile for Seychelles, with the most recent indicators available for Seychelles, using data from official sources.

Under the general supervision of the IOM Chief of Mission for Mauritius and Seychelles, and the direct supervision of the National Programme & Policy Officer and Data & Research Assistant, in coordination with the IOM Regional Project Coordinator and the technical guidance of the IOM Regional Research Officer, the consultant will be required to perform the underlisted specific tasks:

- i. Develop a mapping and analysis of stakeholders and actors who can provide migration-related information and data in Seychelles.
- ii. Assist in the establishment of a Migration Data Technical Working Group (MDTWG) and develop its draft Terms of Reference.
- iii. Identify relevant data that can be included in a Migration Database for Seychelles
- iv. Develop an inception report for the assignment, including the scope of the Migration Profile, a detailed work plan and methodology as well as protocols relevant for the assignment;
- v. Present the inception report to the MDTWG and incorporate the feedback and provide the final inception report.
- vi. Provide capacity building on data literacy, complementary to the development of the Profile, in conjunction with IOM and the Global Migration Data Analysis Centre (GMDAC).
- vii. Facilitate technical discussions on the Migration Profile development process during meetings of the MDTWG.
- viii. Lead the trainings for members of the MDTWG and other relevant stakeholders on (a) international standards of data collection, (b) use of migration data for policymaking and programming, (c) the usage of the tools developed for data collection, in conjunction with IOM and the Global Migration Data Analysis Centre (GMDAC).
- ix. Draft the Migration Profile and provide regular status updates to the MDTWG.
- x. Facilitate a validation workshop to discuss and refine the draft Migration Profile. Address all the comments from the validation workshop, update and finalize the Migration Profile.
- xi. Undertake field travel in Seychelles, as required.
- xii. Perform such other duties relevant to the completion of this assignment as may be assigned.

Methodology

The methodology must guarantee inclusive participation of all the stakeholders involved. Coordination with the IOM Office in Mauritius (covering Seychelles) 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 January 2023.

Deliverables

1. An inception report, including a detailed work plan and methodology for the assignment as well as a mapping and analysis of stakeholders and actors who can provide migration-related information and data in Seychelles.

2. Presentation of the inception report to the MDTWG, and incorporate the feedback and provide the final inception report.
3. Provide capacity building on data literacy and lead the trainings for the MDTWG and relevant stakeholders on (a) international standards of data collection as well as the use of migration data for policymaking and programming, (b) the usage of the tools developed for data collection.
4. Draft Terms of Reference of the Migration Data Technical Working Group (MDTWG).
5. Facilitate technical discussions and consultations on the Migration Profile development process during meetings of the MDTWG.
6. Submit and present the first draft of the Migration Profile to IOM and the MDTWG
7. Submit and present the second draft of the Migration Profile to IOM and the MDTWG, incorporating inputs and comments from the first submission.
8. Facilitate a virtual validation workshop to discuss and refine the draft Migration Profile.
9. Address all the comments from the validation workshop, update and finalize the Migration Profile report and share the related PPT presentation.

All documents are to be produced and delivered in English.

Schedule of payment

- 10% upon satisfactory completion of Deliverables 1 and 2;
- 20% upon satisfactory completion of Deliverable 3;
- 40% upon satisfactory completion of Deliverables 4, 5 and 6;
- 30% upon satisfactory completion of Deliverables 7, 8 and 9;

Required Qualifications and Experience

IOM is seeking applications from individual consultants and/or consortiums of individual consultants. The successful (lead) consultant should have a minimum of the following qualifications and experience:

- Advanced university degree in Social Sciences, Development Studies, or Demography
- A minimum of 5 years' experience in migration management and data assessment. Experience in facilitation and participation with governmental authorities at the national and international level.
- Demonstrable knowledge and professional experience in migration.
- Knowledge of Migration Profile.
- 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 Seychelles.
- The ability to work under pressure and meet deadlines. Strong analytical, reporting, editing and communication skills.
- Fluency in English is required.

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: maintains impartiality and takes prompt action in cases of unprofessional or unethical behaviour.

- **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 IOM Human Resources Unit by email to iommauritiu@iom.int with clear reference of the advert (MU10.REI2022-08) in the subject line by 04 September 2022. **Candidates who already submitted their expression of interest do not need to reapply.**

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://ropretoria.iom.int/vacancies>
- 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 and all other costs, as applicable.

Only shortlisted candidates will be contacted.

Posting period

From 22.07.22 to 04.09.22