



Request for Expression of Interest

MU10.REI 2023-01

Position Title: **Assessment of migration data on internal migration in Rodrigues and capacity building (Category A)**
Duty Station: Port Louis, Mauritius, with travels to Rodrigues
Type of Appointment: Consultancy
Duration: 09 to 11 months
Estimated Start Date: May 2023
Closing Date: 09 April 2023

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:

The Government of Mauritius is determined to strengthening migration management in Mauritius, with a particular focus on internal migration from Rodrigues to advance the evidence base on internal migration to enable more targeted and effective migration management practices. Though there has been progress since their adoption, there remains a need to review and strengthen policy, legal and institutional, frameworks for migration management, as well as to develop the capacities of migration management institutions. More specifically, the Government has also identified the need to further their capacities in data collection and analysis, and, in the provision of assistance and protection to internal migrants.

It is against this background that IOM is implementing a project which aims to strengthen migration management for sustainable development in Mauritius with a specific focus on internal migration from the island of Rodrigues. The first output of the project relates to “stakeholders have regular access to relevant data and evidence on internal migration to better formulate migration policies”. This output aims to establish an evidence base for the increased understanding of internal migration, particularly through the establishment of a Rodrigues Migration Dashboard, which will enable stakeholders to better respond to and implement initiatives related to inter-island migration. Furthermore, a study is intended to assess the gaps and opportunities regarding migration data, as well as evaluate capacities for migration data management. Based on the study findings, training, on international standards with respect to the definition, collection, analysis, dissemination and use of migration data, will be developed and implemented.

Core Functions / Responsibilities:

Purpose and scope of the Assignment

This consultancy is being undertaken within the “Strengthening migration management for sustainable development with a focus on internal migration” project, funded by the IOM Development Fund. The objective of this consultancy is to develop an understanding of the situation with respect to migration data in Rodrigues, consider avenues to enhance the evidence base and build the capacity of key stakeholders with respect to the management and use of migration data.

The assignment will focus on the production of the following elements regarding migration data in the island of Rodrigues:

- Outline necessary actions to be taken in order to achieve a harmonization of definitions, priorities, indicators and methodologies pertaining to migration data in Rodrigues and in alignment to what is intended at national level.
- Conduct an assessment of the gaps and opportunities regarding migration data in Rodrigues and to produce a set of recommendations for improving the system for managing internal migration data in Rodrigues.
- Build the capacities of stakeholders on internal migration data
- Build the capacities of the Rodrigues Regional Assembly (RRA) to update the Rodrigues Migration Dashboard
- Support the periodic update of the Rodrigues Migration Dashboard.

IOM is seeking the services of a consultant to conduct an assessment of migration data on internal migration in Rodrigues and provide capacity building sessions.

The assignment will be undertaken under the overall supervision of the IOM Chief of Mission for Mauritius and Seychelles, and direct supervision of the Programme Coordinator, in coordination with the National Programme & Policy Officer.

Tangible and measurable outputs of the work assignment

The consultant is expected to perform the following tasks / activities:

1. Prepare an inception report (including the methodology as to how the consultant will approach the assignment, mapping of stakeholders, literature and document review, breakdown of work and timelines)
2. Conduct a mapping of stakeholders relevant to migration data in Rodrigues.
3. Undertake consultations with key stakeholders in Mauritius and Rodrigues to identify the priorities, needs, and expectations; discuss data collection and analysis systems; and jointly identify data gaps and potential, in Rodrigues.
4. Prepare a draft assessment report on migration data collection and analysis systems as well as capacity needs in Rodrigues. The assessment shall be action oriented providing concrete indications on actions to undertake to strengthen the capacity of relevant institutions in Mauritius and Rodrigues to collect and analyze migration data. Particular consideration should be given to the gender component of migration data.
5. Present the Migration Data Assessment report to IOM and stakeholders in Rodrigues and submit a final report incorporating inputs from stakeholders.
6. Organize and facilitate capacity development workshops on migration data management, in line with international standards and based on the assessment findings. Expected results / indicators include:
 - a. Acquisition of knowledge;
 - b. Participatory approach, with at least 30 participants in the workshop review of the assessment report.
 - c. Increased confidence in applying their newly acquired migration data management

skills.

7. Develop a Rodrigues Migration Dashboard, integrating the assessment's findings to regularly share Rodrigues migration data.
8. Build the capacities of the Rodrigues Regional Assembly (RRA) to update the Rodrigues Migration Dashboard on a quarterly basis and share it with relevant stakeholders. Expected result / indicator: at least 30 key stakeholders have their capacities developed on the maintenance, update and use of the dashboard.
9. Support the periodic update of the Rodrigues Migration Dashboard. Expected result / indicator: the dashboard is updated at least once during the lifetime of the project (01 February 2023 – 31 January 2025).

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

Timeline

This assignment is expected to start tentatively in May 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 last no longer than 11 months.

Schedule of payment:

Monthly basis, subject to satisfactory delivery of services.

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:

Education

- Advanced university degree in international economics, demography, statistics, development studies, social or behavioural science, migration studies, or other relevant social sciences.

Experience & Skills

- 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
- Experience in migration data collection methodologies, as well as migration data definitions and indicators international standards
- Proven research experience and ability to write analytical reports in English.
- Proven experience in training needs assessment as well as the design, delivery and evaluation of training
- Proven previous working experience consisting of substantial involvement in development of tools, assessments, evaluations, and/or reviews in related areas.
- Experience in facilitating working groups and discussion and actively engaging members.
- Working experience with senior officials within government, inter-governmental, and nongovernmental organizations.
- Proven knowledge of migration dynamics. Knowledge in migration dynamics in the Indian Ocean region is considered an advantage.
- Strong computer literacy.
- Knowledge of statistics 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: 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.
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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 with clear reference of the advert (**MU10.REI 2023-01**) in the subject line. The application package should include:

- a detailed CV and P11 Form of the lead consultant that will be involved in the assignment, including contact details of three (3) references (The Personal History (P11) form can be downloaded here: <https://ropretoria.iom.int/vacancies>)
- a 2-4 pager technical proposal on your capacity and approach to the assignment, including a proposed timeframe;
- A 1-page financial proposal indicating the consultant's daily professional fees in USD and a breakdown of all costs.

Only shortlisted candidates will be contacted.

Posting period:

From 27.03.2022 to 09.04.2023.