



## **Terms of Reference**

**Position Title:** Consultant to develop a Migration, Environment and Climate Change Strategy and Action Plan for Lesotho

**Type of Contract:** Consultancy service

**Contract duration:** Deliverables – based Consultancy

### **I. INTRODUCTION**

The International Organization for Migration (IOM) is seeking to contract services of a consultant to develop a gender-sensitive, rights-based Migration, Environment and Climate Change (MECC) Strategy and Action Plan contextualized for Lesotho. The objective of developing the MECC Strategy is to promote migrant sensitive and inclusive climate change related interventions for sustainable green development, aligned with the relevant global, regional and national policies. The strategy will provide guidance on how to mainstream elements of human mobility (migration, displacement and planned relocations) into government response to climate change and to create innovative approaches for green economy development to improve sustainable livelihoods and green job and entrepreneurship opportunities of vulnerable communities. The Strategy also aims to provide guidance on integrating human mobility dimensions into climate change responses that includes; climate change adaptation and resilience, disaster risk management, natural resources management and green and just transition, in both rural and urban areas.

### **2.CONTEXT / BACKGROUND**

Lesotho is vulnerable to the impacts of climate change, environmental degradation and disasters. In recent years, the country has witnessed changes in its climate, with an observed increase in the frequency and intensity of extreme climate events such as droughts, floods, and prolonged dry periods and heavy snowfall. Furthermore, the interlinkage between these events and migration were confirmed by a rapid assessment conducted by IOM in 2021 which indicated ways climate change has impacted human mobility patterns in Lesotho. Recent evidence in some communities revealed that some smallholder farmers had abandoned their farms and relocated to South Africa due to climate change impacts, particularly the lack of rain<sup>1</sup>. In dry places across the Southern districts of Lesotho, many families have left their farmlands and relocated to peri-urban areas in pursuit of alternative livelihood opportunities. Given the long history of Basotho labour migration to South Africa and neighbouring countries, it is also observed many of them are returning to communities of origin and peri-urban areas in the face of economic reforms, job losses and economic hardship due to COVID-19 impact on the national economies across these destination

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<sup>1</sup> Mainstreaming Migration, Environment and Climate Change in Lesotho, IOM 2022

countries. In effect, the sustainable reintegration of returnees has remained a key challenge to facilitating climate adaptation, resilience and inclusive growth in the country.

To address these challenges, the project on ‘Supporting climate Adaptive Solutions in Lesotho Through Policy and Community Based Green Economy aims to contribute to reducing the climate change impact on human mobility and promoting the green economy through sustainable livelihood opportunities. In order to achieve this objective, two overarching aims are envisaged: i) the Government of Lesotho (GoL) develops and commits to implementing climate adaptive solutions, guided by a national MECC Strategy and Action Plan, and ii) communities adopt climate resilient practices. The MECC Strategy will be informed by a country-wide assessment on the situation of migration and its linkages with the environment and climate change.

### **3. OBJECTIVE AND SCOPE**

The objective of the MECC Strategy is to provide guidance on how to integrate human mobility dimensions into climate change responses that includes; climate change adaptation and resilience, disaster risk management, natural resources management and green and just transition, in both rural and urban areas.

The consultancy entails a desk review that will be guided by IOM, working in collaboration with Department of Environment of the Government of Lesotho which is responsible for policy framework and monitoring of environmental issues in the country. It will include review of existing information and data, as well as reviewing published reports, studies, and national strategies and policies, relating to displacement, climate change adaptation, durable solutions and climate change in Lesotho as well as involving relevant technical committees on issues of migration and climate. Furthermore, the consultant is to consult several stakeholders enhancing whole-of-society and whole-of-government approaches.

Specifically the consultant will;

- Establish a methodology and data collection tools for the strategy development in coordination with IOM and hold a kick-off meeting to agree on the proposed methodology and deliverables.
- Conduct a situation, problem and risk analysis through a desk review on existing information and data, as well as reviewing published reports, studies, and national strategies and policies, relating to human mobility (including migration, displacement and planned relocations), climate change adaptation, environmental protection and natural resource management, disasters risk management, durable solutions and green economy in Lesotho.
- Conduct consultations with relevant stakeholders to be agreed with IOM, including members of the National Climate Change Committee, migrants, migration affected communities and UN agencies supporting the government of Lesotho on climate change initiatives, and include a stakeholder analysis.
- Map relevant financing instruments for Lesotho for climate action and green transition and Include a section in the strategy on identified instruments.
- Convene a stakeholder meeting to develop a theory of change for MECC strategy, with a plan of action, for Lesotho with a view that;

- Considers Human Mobility in all its forms – migration, displacement, planned relocations, and types of migration.
  - Considers sustainable solutions for people who want and need to stay, solutions for people on the move, and solutions for people to move in line with [IOM-Institutional-Strategy-MECCC 0.pdf](#).
  - Considers gender-sensitivities and rights-based approach.
  - Considers main global, regional and national policies and their alignment.
  - Is conducted in collaboration with relevant stakeholders, aligned with whole-of-society and whole-of-government approaches.
  - Addresses the gaps and needs regarding human mobility trends and patterns and climate change and green economy in Lesotho in effective and efficient manner.
  - Enhances data and evidence-based policy-making on human mobility and climate change.
  - Enhances knowledge of different stakeholders on human mobility and climate change, including migration as an adaptation strategy to climate change.
  - Provides clear guidance how elements of human mobility can be incorporated in different policy frameworks related to climate change and green transition.
  - Provides practical suggestions on how policy and technical capacities of relevant government entities can be enhanced to ensure policy coherence, as well as effective policy implementation.
  - Proposes a project pipeline on human mobility and climate change adaptation and resilience building, green economy, disaster risk management and protection and sustainable management of natural resources management. This should be done in alignment with the country National Adaptation Plan priorities.
  - Proposes ways that promote inclusion of migrants, particularly youth and women and local communities, in interventions addressing human mobility in climate change adaptation and resilience building, green economy, disaster risk management and protection and sustainable management of natural resources management.
  - Proposes how diaspora and private sector actors can be mobilized to promote and contribute to climate action and green transition in Lesotho.
  - Resource mobilization: provides information on the relevant finance instruments Lesotho for climate action and green transition, and clear guidance on how to access climate and environmental financing instruments.
- Provide well-written strategy and action plan which aligns with design parameters and guidance to be agreed with IOM during inception phase has gone through a revision as agreed with IOM and validated by the relevant stakeholders and which have gone through an editorial review, as well as is designed as per guidance from IOM.
  - Develop a Costed Action Plan and attach as an annex to the Strategy (The year will be decided with the stakeholders)
  - Develop a Monitoring and evaluation framework for the strategy attach as an annex to the strategy.

#### **4.DELIVERABLES**

1. Inception report in a format agreed with IOM including the proposed scope of the MECC Strategy, roadmap for development, planned methodology and tools and a list of stakeholders.

2. Meeting minutes from consultations with stakeholders agreed with IOM.
3. Presentation of strategy and action plan inception report and roadmap to stakeholders and IOM to validate planned methodology and tools
4. Draft MECC Strategy, M&E framework for the strategy and a costed action plan submission to IOM for review and comments to be incorporated into the draft strategy prior to the validation meeting.
5. Facilitation of MECC Strategy and action plan validation workshop in format agreed between the consultant and IOM
6. Final MECC Strategy and action plan

\* All submitted deliverables are subject to approval by IOM.

## 5. EDUCATION, EXPERIENCE AND/OR SKILLS REQUIRED

The successful consultant should have the following qualifications and experience:

- a. Completed advanced University degree from an accredited academic institution preferably in Migration and or Environmental Studies, Social Sciences, International Development
- b. At least 8-10 years of experience in research-oriented project management, monitoring, and reporting
- c. Knowledge of relevant policies on migration, environment, and climate change and environmentally induced migration in African countries and preferably previous experience working in Southern Africa
- d. Proven previous working experience consisting of substantial involvement in developing climate change strategies
- e. Working experience with senior officials within government, inter-governmental, and non-governmental organizations in Africa, preferably in SADC/IOC.
- f. Demonstrated ability to work in a multicultural environment and establish harmonious and effective relationships.
- g. Language(s): Fluency in English is required.

## 7. TRAVEL REQUIRED

The consultant will be required to make one trip to Lesotho for stakeholder consultations and other meetings as may be needed.

## 8. 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 of IOM.
- **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.

## 9.APPLICATION PROCEDURE

Interested candidates should submit an Expression of Interest that includes the following:

1. Technical proposal which summarizes a proposed workplan and proposed
2. Financial Proposal with a breakdown of costs
3. Updated Curriculum Vitae of key individual(s) who will undertake this assignment.
4. Sample work of strategies developed.

Applications should be sent to **[iomlesothoadmin@iom.int](mailto:iomlesothoadmin@iom.int)** not later than 17:00 hours (South African time), on 1 March 2024 with a subject line "Consulting Service to develop **(MECC Strategy and Action Plan for Lesotho)**"