



Kingdom of the Netherlands



International Organization for Migration (IOM)
The UN Migration Agency

TERMS OF REFERENCE (TOR)

CONSULTANCY SERVICE TO CONDUCT A BASELINE ASSESSMENT FOR THE PROJECT ENTITLED “FACILITATING INFORMED MIGRATION CHOICES – COMMUNITY CONVERSATION AS A TOOL FOR PREVENTING UNSAFE MIGRATION IN ETHIOPIA”

1. BACKGROUND

Ethiopia is at the centre of the migration stage in the Horn of Africa (HoA), being a country of origin, transit and destination for migrants who face significant protection risks in a region in crisis. A wide variety of push and pull factors drive thousands of young Ethiopians¹, including women and children, on irregular and dangerous pathways every year using three main migratory routes to the Middle East, South Africa and Europe, respectively.

A knowledge, attitude and practise (KAP) survey conducted by IOM in 2018² indicated that a wide majority of in- and out-of-school youths in Ethiopia were aware of more than one risk associated with irregular migration. Other studies³ conclude that potential migrants are more likely to believe in the accuracy of their knowledge of the protection risks of irregular migration than current migrants. These findings reveal important gaps in terms of the knowledge and attitudes driving irregular migration decisions in Ethiopia. The desperate conditions pushing young people to migrate are compounded by strong social norms that make young people consider migration as part of their familial responsibilities. Limited access to regular pathways to migration is a well-known gap in countering narratives around the benefits of irregular migration. In addition, growing landlessness and limited employment opportunities in rural Ethiopia, coupled with reluctance of youth to pursue agriculture, are likely to have contributed to the increased outmigration in the recent years.

To address this issue, IOM and the GoE have together launched a national Community Conversation Programme (CCP), a forum whereby community members regularly sit together with other stakeholders to share information on irregular migration, share responsibility to counter irregular migration and support homegrown solutions and alternatives to irregular migration. These sessions cover topics such as trafficking in persons, smuggling of migrants, risks involved in irregular migration, attitude toward risk, realities in countries of origin, safe migration options, livelihood opportunities, mapping of local resources and how to harness them. At the end of the sessions, the community members jointly develop measures to address the identified challenges. The strengthening of the CCP has been generously supported by the Government of the Netherlands which, through a first project phase that ran from October 2016 to July 2018, enabled the scale-up of the programme to 1,890 kebeles (localities) in the main regional states of origin for irregular migration and trafficking. Moreover, using a grassroots empowerment approach, some community conversation groups (CCG) have developed strong linkages with local development and protection systems. For instance, CCG members in kebeles in SNNP regional state have successfully linked vulnerable community members has facilitated access to get land for production and income-generating

¹ In the Horn of Africa, nearly half of international migrants are under the age of 20 (RMMS and Save the Children, Young and on the Move: Children and youth in mixed migration flows within and from the Horn of Africa, 2016).

² Knowledge, Attitude and Practices (KAP) Survey of In and Out of School Youth on Irregular Migration in Ethiopia, IOM Ethiopia, May 2018

³ RMMS, Blinded by Hope, 2014



Kingdom of the Netherlands



International Organization for Migration (IOM)
The UN Migration Agency

activities (IGAs). Increasingly, these best practices have inspired greater GoE ownership in the management of the CCP. For instance, the government in the SNNP Regional State has dedicated specific financial resources since 2015 to ensure the sustainability of the CCP and mainstreamed it in its annual planning.

Based on these developments, IOM with funding from the Government of the Netherlands is implementing the second phase of the project entitled “Facilitating Informed Migration Choices – Community Conversation as a Tool for Preventing Unsafe Migration in Ethiopia.” This project aims to contribute to the efforts of the Government of Ethiopia (GoE) to prevent unsafe migration by facilitating informed migration choices and promoting alternatives to irregular migration. To achieve this, IOM proposes three core objectives:

- (1) Potential migrants demonstrate improved capacity to make informed migration decisions and participate in counter-trafficking initiatives in their communities;
- (2) Increased GoE ownership of the CCP results in improved coordination of TiP and SoM prevention and protection initiatives in the country; and
- (3) Improved access to livelihood opportunities including facilitating access for regular livelihood options and referral services facilitates enhanced protection of vulnerable potential migrants and returnees.

Compared to its first phase, this new project introduces four new elements. First, it will prioritize building/reinforcing GoE ownership of the CCP by building governmental capacities, especially monitoring, reporting and evaluation capacities at the regional and local levels. Second, this new project includes activities, including an in-depth impact assessment conducted by IOM’s Global Migration Data Analysis Centre (GMDAC), that will help measure the actual impact of the CCP on the knowledge, attitudes and practices vis-à-vis irregular migration of targeted populations. This crucial evidence base will further support the GoE and IOM in making necessary adjustments to improve the CCP and other government and stakeholders-led behavioural change communication interventions on migration. Third, this phase will emphasize on the awareness-livelihood nexus by improving access to livelihood opportunities (in-country and overseas employment options) and to protection services of vulnerable potential migrants and returnees. Finally, the project will bear increased attention to issues of gender equality in the CCP and other planned interventions to ensure women and girls attain equal levels of participation in discussion, decision-making processes as well as in livelihood support activities.

2. OBJECTIVES OF THE CONSULTANCY

The overall objective of this consultancy is to design data collection methodologies and collect data on all indicators of the project as described in the results framework for the project. The baseline survey will provide the benchmarks against which any changes resulting from the project interventions and results will be measured. The below specific tasks will be required from the selected consultancy team:

- To design data collection methodologies for all project indicators include setting criteria, defining key aspects and developing data collection tools;



Kingdom of the Netherlands



International Organization for Migration (IOM)
The UN Migration Agency

- To collect, analyse and present baseline data at the objective, outcome and output level (based on the project log frame) to allow for efficient measurement of project impact during and after implementation. Moreover, identify the key gender-related issues at stake in the project with a specific focus on (1) the CCP, (2) capacity building interventions, and (3) livelihood support interventions. Issues such as gender division of labour, gender differentials in activities surrounding access to and control over resources, power and decision making, legal rights and status, women's priorities, restraints and motivations as well as time spent on productive and reproductive activities will be closely considered;
- Verify project log frame's adequacy with realities observed on the ground and propose any adjustments to the results framework of the project. Analyze and, if deemed necessary, revise project log frame to ensure SMART indicators are in place to effectively measure project contribution to gender equality improvement;
- Provide actionable recommendations for the project implementation team at IOM and GoE to effectively mainstream gender in project implementation, M&E and reporting and develop a gender-responsive strategy to project implementation and monitoring describing the best approaches to address gender inequalities and identifying strategies to mobilize women's agency;
- Propose indicators and monitoring methods for measuring impact and sustainability of interventions and collect, analyse and present any baseline data related to this endeavour;
- Provide an overall analysis and recommendations towards improved implementation of the project and effective mainstreaming of cross-cutting themes, particularly gender equality, environmental sustainability and sustainability of interventions.

3. SCOPE

The project will cover the main regional states of origin for irregular migration, namely Amhara, Oromia, Tigray and Southern Nations, Nationalities and Peoples (SNNP) with interventions in Eritrean refugee camps in the Shire area as well as in transit regional states such as Afar and Somali. IOM also plans to conduct community-based livelihood interventions in 20 different kebeles across these different regional states.

4. APPROACH AND METHODOLOGY

- The baseline study should adopt a mixed methods approach, integrating quantitative and qualitative methods to ensure that data collected is triangulated and can be communicated, explained and contextualised. It is expected that the consultant will combine surveys/questionnaires with structured interviews and focus group discussions. Research teams are encouraged to use innovative methods to collect and analyse data.
- The sample size will be determined in collaboration with IOM to ensure a gender aware and statistically relevant representation of the project beneficiaries and stakeholders. The sample size should include, at a minimum, kebeles not reached by the CCP; kebeles reached by the CCP but



Kingdom of the Netherlands



International Organization for Migration (IOM)
The UN Migration Agency

not selected for community-based livelihood interventions; and kebeles reached by the CCP and selected for community-based livelihood interventions. Information shall be collected from across specified beneficiaries, partners and stakeholders.

- The consultant shall conduct an extensive desk review of CPP, project and other related documents and secondary sources.
- All data collected during the baseline survey will be disaggregated by age and gender.

5. EXPECTED DELIVERABLES AND TIMELINE

To complete this task, the consultancy is estimated to take up to a total of **60 calendar days** starting on the date of the signing of the contract.

In accordance with the following timetable the consultant will:

- Produce an inception report to demonstrate how s/he will accomplish the aforementioned tasks in a timely fashion, outlining the baseline study approach (sampling framework, data collection strategy and methodologies, tools, criteria etc.) and workplan for baseline study. The inception report will be due within **four (4)** calendar days after signing of the contract and its finalization will involve incorporation of feedback from IOM;
- Draft baseline report informed by:
 - Field data collection;
 - Analysis of data to establish baselines for all project indicators;
 - Recommendations for changes to the results framework;
 - Proposed indicators and monitoring methods for measuring impact and sustainability of interventions and collect and analyse baseline data related to this endeavour.

The draft report will be due within **fifty (50)** calendar days after finalization of the inception report and will involve incorporation of feedback from IOM team;

- Presentation of the draft report at a one-day validation workshop where inputs from stakeholders will be collected;
- Submit final baseline report including the gender aware baseline study with feedback from IOM and other key stakeholders incorporated. The final report will be finalized 5 days after completion of the validation workshop;
- Baseline database and all data collection tools developed.

6. SUPERVISION

The consultant will work under the overall supervision of IOM's Special Liaison Office in Addis Ababa's Chief of Mission and under the direct supervision of the project manager. The consultant will work in close collaboration with IOM Ethiopia's gender focal point and IOM Ethiopia's M&E Officer with overall



Kingdom of the Netherlands



International Organization for Migration (IOM)
The UN Migration Agency

guidance from gender specialists based in IOM's Regional Office for Eastern and Southern Africa in Nairobi and in IOM's Headquarters in Geneva.

The consultant will be able to benefit from the guidance of IOM's Global Migration Data Analysis Centre (GMDAC) in Berlin which is directly involved in the implementation of the project. The GMDAC has experience evaluating the impact of information campaigns in West Africa and will provide guidance particularly in the design (selection of indicators, questionnaire design etc.) and review/quality assurance phase of the assignments.

7. CONSULTANCY TEAM'S REQUIRED QUALIFICATIONS

The specialist should possess working experience in the Horn of Africa/IGAD region and/or experience working with regional and international organizations with migration, counter-trafficking and gender related functions and responsibilities. Preference will be given to individuals or organizations with proven relevant experience in undertaking a task of similar nature and magnitude, and shall have the following qualifications and experience:

Education:

- Minimum of an advanced degree in social science or another relevant field;
- Other trainings in the areas of assignment will be an asset (migration, counter-trafficking, behavioural change communication, gender equality promotion, etc.)

Experience:

- At least seven years of professional experience in the field of gender and development;
- At least seven years of professional experience in the field of migration management, preferably behavioural change communication and awareness raising campaigns;
- Record of publication on gender and/or migration issues is a strong asset;
- Experience of carrying out mixed-methods baseline studies and evaluations and in producing high quality analytical reports (examples of previous work will be requested);
- Statistical analysis skills and strong proficiency with data analysis packages
- Excellent communication and written skills in English and knowledge of local languages and the ability to present data concisely and clearly

Competencies:

- Extensive knowledge of the national, regional and international legal frameworks pertaining to migration in a broad definition.
- Deep understanding of the Ethiopian legal context, best practices in human trafficking/smuggling prevention, forced migration, direct assistance to migrants, migration and development, labour migration, etc. intervention strategies and impacts in different economic, social, cultural and political settings, including sub-Saharan Africa, evidenced by either publication on this subject matter or work on similar topics in various countries.
- Strong computer and analytical skills with ability to write and review technical documents/reports, conduct interviews as part of background research.



Kingdom of the Netherlands



International Organization for Migration (IOM)
The UN Migration Agency

- Demonstrated administrative, planning, organizational and advisory skills.
- Excellent verbal and written communication skills in English and Amharic.
- Knowledge of other Ethiopian local languages (e.g. Afaan Oromoo, Tigrigna, Somali, etc.) would be an asset.

8. PAYMENT SCHEDULE

- **First instalment of 20%** of the total consultancy fee upon satisfactory submission of a quality inception report validated by IOM Ethiopia and IOM GMDAC;
- **Second instalment of 40%** of the total consultancy fee upon satisfactory submission of a quality first draft report;
- **Third instalment of 40%** of the total consultancy fee upon satisfactory submission of a quality final report inclusive of feedback collected at a validation workshop and validated by IOM Ethiopia and IOM GMDAC.

Specifications for application:

- I. Technical proposal outlining:
 - a. Conceptual framework (2-3 pages)
 - b. Detailed methodology (2-3 pages)
 - c. Work plan (1-2 pages)
 - d. Explanation of the consultants' suitability for the assignment (1 page) including names and contacts of three recent professional referees
 - e. Two examples of previous similar work
 - f. Names and CVs of individuals or team members proposed, highlighting their experience relevant to
 - g. this study and their roles in the achievement of the assignment.
- II. Financial proposal:
 - a. The proposal will include a lump sum cost for the assignment
 - b. A breakdown of the costs related to all aspects of the consultancy (consultancy fee, travel, and the assignment deliverables).

Deadline for submission – Friday 25 January 2019 – 2.00 pm

Interested companies/individuals can submit their technical and financial proposals in hard copy to the International Organization for Migration Special Liaison Office (IOM-SLO) in Addis Ababa

**Kirkos Sub-City, Wereda 8, YeMez Building
P.O. Box: 25283, Code 1000, Addis Ababa, Ethiopia
Tel: 251-11 557 1707 • Fax: 251-11 557 1802 • E-mail: iomaddis@iom.int • Website:
<http://ethiopia.iom.int/>**